DOCUMENT RESUME

ED 171 284 IR 007 295

TITLE	Data For Massachusetts 1978: Public Library Personnel Report.
INSTITUTION	Massachusetts State Board of Library Commissioners, Boston.
PUB DATE	Nov 78
NOTE	253p.; For related document, see ED 148 385
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	Academic Achievement; Fringe Benefits; Professional Personnel; *Public Libraries; Salaries
IDENTIFIERS	*Library Personnel; *Massachusetts

ABSTRACT

Intended for use by library staffs, directors, and trustees, this report of salary and staffing information for Massachusetts public libraries for 1978 is presented in a standardized format to facilitate the identification of comparable libraries and the comparison of salaries and other personnel data. Explanatory notes define the terms used in the tables. Section I contains salary and staffing reports for individual municipalities, arranged in seven population groups, based on the 1975 state census. Salary ranges shown are those paid library employees on July 1, 1978 or for fiscal year 1979. Section III offers a series of three summary tables, for each of which data are presented by population group and regional affiliation: (1) high, average, and low maximum salaries for selected positions; (2) distribution of educational levels for employees of reporting libraries; and (3) fringe benefits for employees of reporting libraries. The report concludes with two public library personnel report questionnaires used to gather the data--one for municipalities under, the other for those over, 5,000 population. Both include instructions. (JD)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED171284

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

Data for Massacnusetts 1978 Public Library Personnel Report

Massachusetts Board of Library Commissioners
648 Beacon Street
Boston, Massachusetts 02215

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

Mary A. Litterst

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC) AND USERS OF THE ERIC SYSTEM."

November 1978

Approved by Alfred C. Holland, State Purchasing Agent
Printed with LSCA Title I funds

IR007295

C O N T E N T S

Introduction and Explanatory Notes.....page 1

Section One: Data for Public Libraries

Population Group I (0 - 1,999)..... 7

Population Group II (2,000 - 4,999)..... 29

Population Group III (5,000 - 9,999)..... 49

Population Group IV (10,000 - 24,999)..... 71

Population Group V (25,000 - 49,999)..... 97

Population Group VI (50,000 - 99,999).....111

Population Group VII (100,000 +).....117

Section Two: Summary Tables A - C

Table A High Maximum, Average Maximum, and Low Maximum Salaries for Selected Positions, by Population Group and Regional Affiliation, 1978.....123

Table B Distribution of Educational Levels for Employees of Reporting Libraries, by Population Group and Regional Affiliation, 1978...127

Table C Fringe Benefits for Employees of Reporting Libraries, by Population Group and Regional Affiliation, 1978.....131

Section Three: Public Library Personnel Report Questionnaires, 1978

Instructions and Questionnaire for Municipalities Under 5,000 Population.....137

Instructions and Questionnaire for Municipalities Over 5,000 Population.....142

INTRODUCTION

This is the third year we have reported salary and staffing information for Massachusetts public libraries in a standardized format. Our intention is to facilitate the identification of comparable libraries and the comparison of salary and other personnel data, and thereby increase the usefulness of this information to library staffs, directors, and trustees.

In both Personnel Report Questionnaires (See Section Three) for municipalities over 5,000 population and for those serving smaller populations, we included definitions of the position categories used in the report. We asked respondents to themselves characterize the staffing structure of the library in terms of the definitions supplied, instead of assigning salary levels to appropriate position classes when tabulating returns. In this way, the interpretation required by the format is performed by those most familiar with the personnel structure of the library rather than by staff of the P & R Unit. Salaries reported here, therefore, are as assigned by respondents except in cases where the questionnaire directions appeared to be misunderstood. In these instances we made appropriate changes in the reports and notified respondents, who then had the opportunity to discuss the accuracy of the proposed change.

This year, full-time equivalencies (FTE) of part-time employees have been calculated on the basis of a standard 35-hour work week. No matter what the local full-time work week, full-time employees continue to be counted as one FTE each. The conversion of part-time hours to FTE's using the constant 35-hour week will improve the comparability of the FTE statistic.

EXPLANATORY NOTES

Salary and staffing reports for individual municipalities are arranged in seven population groups, based on the 1975 state census of population. Entries for municipalities with more than one library, including individual reports for each library, are located by the total population of the municipality. The statewide population rank for each municipality can be used for comparative purposes to readily identify a range of municipalities with populations similar to that of any given community.

Salary ranges shown are those paid library employees on July 1, 1978. For libraries that determine salaries on a fiscal year basis, therefore, ranges shown are for fiscal year 1979. Throughout the report, salary ranges are preferred to individual salaries; single salaries appear only where the respondent failed to indicate a range. Similarly, full-time salaries are preferred to part-time wages; if the same position is filled by full-time and part-time employees, the full-time salary is shown and the part-time wage is disregarded. Wages paid to staff identified as substitute are omitted; salaries or salary ranges for vacant positions are included.

All dollar amounts shown are on either an annual or hourly basis. For libraries with a full-time work week (32 hours or more), all salaries except for classes in which only part-time workers are employed are annual. If a library reported weekly salaries they were converted to an annual amount.

For libraries with less than a full-time work week (less than 32 hours), all salaries shown are hourly. If salaries were reported on another basis they were converted to an hourly rate using the hours worked in a typical week as supplied by the respondent. In some exceptional cases, annual stipends paid to library employees would not convert meaningfully to an hourly rate. Such stipends are shown as reported.

Where two or more job titles having different salary ranges were assigned to the same position category, the salary range shown is inclusive; that is, the minimum shown is the lowest minimum salary among the included job titles and the maximum shown is the highest maximum of those titles. Therefore, reported salary ranges may be broader than is appropriate for a single job title.

SALARY RANGES

Library Director

Shown here is the salary range for the administrative head of the library, which may include such job titles as Librarian or Head Librarian, frequently used by smaller libraries. Also at this location, a "Y" indicates that the Library Director holds the MLS degree and a "P" or "S" that the incumbent holds Professional or Sub-professional certification issued by the Board of Library Commissioners.

Assistant Director

Included here are titles such as Associate Director, sometimes used in larger libraries, and Assistant Librarian, commonly used in smaller libraries, where the position functions in a responsible way as assistant to the administrative head.

Senior Librarian

Positions in this category are professionals at the middle-management level. Typical job titles included are Supervisor of Adult Services and Head of Reference Department. A defining characteristic of this category is supervisory responsibility for other professional librarians.

Staff Librarian

This is the journeyman-level professional category. Typical job titles included are Reference Librarian, Children's Librarian, and Adult Services Librarian. While these positions may require experience as well as being at the entry-level, and while they characteristically include supervisory responsibility for sub-professional or clerical staff, they typically do not include responsibility for supervising other professional librarians.

Beginning Salary (MLS)

Shown here is the salary paid to newly employed persons holding the MLS degree, but without previous professional experience.

Library Associate/Senior Library Technician

This sub-professional category includes positions that require either sufficient experience or education to perform more responsible circulation, processing, or public service duties than the Library Technician category, below. The typical educational qualification of Library Associate is the Bachelor degree. Senior Library Technicians typically have two years of college, an associate degree in library technology, or high school graduation with appropriate experience as qualifications. These positions frequently include supervisory responsibility for subordinate staff.

Library Technician

This beginning-level sub-professional category includes positions typically having high school graduation as the minimum educational requirement. Duties performed are characteristically library-related as opposed to general clerical work. The positions generally do not include supervisory responsibilities.

Clerical Staff

This category includes job titles such as clerical assistant, library aide, clerk-typist, and secretary.

Work Week

For larger libraries with a full-time staff, this figure is the number of hours typically worked per week by a full-time employee. For smaller libraries with only part-time staff, the figure is the highest number of hours worked by any individual in a typical week. In most cases this is the number of hours worked by the Library Director. This item should not be confused with the library's weekly hours of service.

Number of Employees

FTE: This is the sum of:
a) the number of full-time employees, plus
b) the number of part-time employees express in full-time equivalents, that is, the total number of hours worked per week by part-time employees divided by 35. The 35 hour standard is used because it reflects the most frequent practice of libraries reporting personnel data in 1977.

FT: This is the number of staff members who work 32 hours or more in a typical week.

When computing FTE's for permanent but seasonal staff, we considered the summer season to be 12 weeks long and the winter 40.

The standard FTE statistic can be converted to a local work week measure by 1) substracting the number of full-time employees from the standard FTE, 2) multiplying the difference by 35, 3) dividing the product by the hours in a local work week and 4) adding the quotient to the number of full-time employees.

The number of part-time employees at any library can be determined by totaling the columns under Educational Levels (including Not Indicated) and subtracting the number of full-time employees.

Educational Levels

These figures show the number of employees, full-time and part-time, who hold as their single highest degree each degree level indicated. For this purpose, the MLS degree is considered higher than other Master degrees, and the BLS degree higher than other Bachelor degrees.

FRINGE BENEFITS

Vacation Leave

Displayed here is the number of paid vacation days granted to full-time professional employees (in the upper row) and all other full-time library employees (in the lower row) for each of the years-of-service increments, as well as whether the benefit applies to part-time personnel. Increments are left blank where there is no change in the vacation benefit granted. Where the years-of-service determining vacation leave differed slightly from the increments we show, reports were edited to show the benefit in the closest incremental year displayed. No paid vacation leave is indicated in those few instances where only the custodial staff received this benefit.

Sick Leave

Indicated here is the benefit's applicability to part-time personnel and, in the upper block, the number of paid sick-leave days full-time employees are allowed annually. In the lower block is the maximum accumulation of sick-leave days allowed. Where sick-leave days are not allowed to accumulate beyond one year, the letter N is reported. A blank indicates that the library does not have a sick leave policy, though sick leave may be granted.

Other Leaves

Letters shown here, keyed to additional leave benefits for designated purposes, indicate that the reporting municipality has made specific provision for such leaves. Upper case letters mean that employees may be absent from work and compensated as if working, while lower case letters mean employees are excused from work, but not compensated.

% Insurance Paid by Employees

Shown here is the percentage of the premium paid by the library employee for medical coverage and group life insurance. A zero means the entire premium is paid by the employer, not that the insurance benefit is not available.

Section One: Data for Public Libraries
Population Group I
(0 - 1,999)

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
1. Alford 337 [341]												
2. Ashfield 1,420 [294]	3.12							2.50	2.50			20
3. Becket 1,153 [304]	2.35											40
4. Bernardston 1,176 [283]												
5. Blandford 954 [313]	3.30 S	3.00								2.50		12
6. Buckland 1,889 [282]	2.95 S											13
7. Charlemont 1,050 [310]	2.65											15
8. Chester 1,114 [307]	3.85											15

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS												
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
													PROFESSIONALS												
													Days First Year		5th	10th	15th	20th		Days/ Year					
													OTHERS												
FT	PT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
																									1
	.9				1			2					Y	5	10				Y	6 6	N	N	N	N	2
1.0					1								N						N N	N N	N	N	N	N	3
																									4
	.6				2				2			1	N						N	N N	N	N	N	N	5
	.4		1									1	N						Y	N	h	N	25	25	6
	.4							1					N						N	N N	E H	N	N	N	7
	.4				1								Y	5	10	15			Y	3 N	N	N	N	N	8

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP I (0 - 1,999) Municipality / 1975 Population / State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
9. Chesterfield 887 [316]	3.75												15
10. Chilmark 401 [339]	3.37 Y	P	2.64						3.00		4.00		20
11. Clarksburg 1,958 [281]	175	S	120										15
12. Colrain 1,493 [293]	2.69	S									3.21		15
13. Conway 1,152 [306]													
14. Cummington 651 [327]	no salary	S											10
15. Dunstable 1,534 [292]	1,000	S	2.55										10
16. E. Brookfield 1,980 [278]	3.65	S											28

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS												
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS											
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS											
														Days First Year	5th	10th	15th	20th		Max. Accum.				
.4					1								Y	5					N	N N	N	N	50	50	9
1.4		1						3	1		1		Y	10 10					Y	10	N	N	50	50	10
.6								2				1	N						N	N N	N	N	N	N	11
.5								1	1			1	N						N	N N	N	A	N	N	12
																									13
.3						1							Y	10					Y	3 N	N	N	N	N	14
.6						1		2		1		1	N						N	N N	N	N	N	N	15
.8								1				1	Y	15					Y	10	a e b f c g d h	N	50	N	16

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
17. Egremont 1,220	301	3.00	S											12
18. Erving 1,308	297	2.65		2.65		2.65								6
19. Florida 720	322	2.65	S											12
20. Gay Head 146	349													
21. Gill 1,276	299													
22. Goshen 621	330	2.65	S											10
23. Gosnold 100	350													
24. Granville 1,183	302	2.43	S								2.90	2.90		19

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS												
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS											
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS											
.3					1							1	Y	15					N	N N	N	N	N	N	17
.3					1			2					N						N	N N	N	N	N	N	18
.3								1				1	N						N	N N	A C F	A	85	N	19
																									20
																									21
.3						1						1	N						N	N N	N	A	N	N	22
																									23
.9								3				1	Y	10					Y	10 N	a e b f c g d h	N	N	N	24

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population	State Rank	SALARY RANGES											Work Week (in hours)
		Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
25. Hancock 697	324													
26. Hawley 267	345													
27. Heath 423	338	2.00 S		2.00										10
28. Hinsdale 1,749	284	2.55												10
29. Holland 1,347	296	2.31				6,760						300		40
30. Hubbardston 1,647	290	2.93 S		2.25						2.65				9
31. Huntington 1,730	286	2.75 S		2.50								2.50		13
32. Leverett 1,281	298			2.65										15

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
														OTHERS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
																									25
																									26
.3					1	1						1	Y						N	N N	H	N	N	N	27
.4							1	1					N						N	N N	a e b f c g d h	N	N	N	28
1.4	1							3				1	N						N	N N	A e b f c g d h	N	50	50	29
						1		2	1			1	N						N	N N	N	N	N	N	30
.9								1		2		1	N						N	N N	N	N	N	N	31
.4										1			N						N	N N	a e b f c g d h	N	N	N	32

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
33. Leyden 452 / 337	2.65 / S											10
34. Middlefield 307 / 344	75 / S											10
35. Millville 1,744 / 285												
36. Monroe 186 / 347	2.65											3
37. Monterey 758 / 321	4.00 / P			2.50								11
38. Montgomery 600 / 331												
39. Mt. Washington 78 / 351	125											2
40. New Ashford 160 / 348												

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	5th	10th	15th	20th							
.3								1				1	N						N	N	a e b f c g d h	N	NA	50	33
.3					1							1	N						N	N	N	N	N	N	34
																									35
.1								1					N						N	N	N	N	N	N	36
.4					1				1		1		N						N	N	N	A	N	N	37
																									38
.1								1					N						N	N	N	N	25	25	39
																									40

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
41. New Braintree 700 [323]	2.60 S											6
42. New Marlborough 1,087 [309]	3.10 S							2.10				10
43. New Salem 643 [328]	2.65	2.65										5
44. Oak Bluffs 1,724 [287]												
45. Oakham 846 [318]	4.00 S											15
46. Otis 898 [315]												
47. Pelham 1,153 [304]	3.00 S											10
48. Peru 464 [336]												

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	OTHERS Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
.2								1				1	N						N	N N	N	N	N	N	41
.3										2		1	N						N	N N	N	N	N	N	42
.3			1					1					N						N	N N	N	N	N	N	43
																									44
.7								3				1	N						N	N N	E F	A	N	N	45
																									46
.3			1										N						N	N N	N	N	N	N	47
																									48

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty Bb military duty Cc educational Dd maternity Ee bereavement Ff meetings/conferences Gg paternity Hh personal

POPULATION GROUP I (0 - 1,999) Municipality / 1975 Population / State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
49. Petersham 1,099 [308]	3.50	S	3.00								3.00		14
50. Phillipston 962 [312]	900										50		10
51. Plainfield 366 [340]													
52. Plympton 1,679 [289]	4.19	S								2.65			30
53. Richmond 1,689 [288]	2.62								2.30 2.60				11
54. Rowe 313 [343]	4.28								2.75	2.75	2.75		21
55. Royalston 878 [317]													
56. Russell 1,580 [291]	2.50		3.25							2.65	2.65		16

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS																Municipality
		Grad.		Bach.									Vacation Leave							Sick Leave					% Insur. pd. by Empl's			
														PROFESSIONALS															
														Days First Year	5th	10th	15th	20th	Days/ Year									
														OTHERS															
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	Max. Accum.	PT	Other Leaves	Overtime	Medical	Life	
1.4					1	2						1	Y	5					N	N	N	A	N	N	49
																				N					
.4								1		1			N						N	N	N	N	N	N	50
																				N					
																									51
1.1					1			1				1	Y						Y	INDF	a e b F c g d h	T	50	50	52
																				INDF					
.6					1	1		2					N						N	N	N	N	N	N	53
																				N					
1.0					1	1		3					Y	5					N		N	N	N	N	54
																									55
.7			1					2	1				N						N	N	h	A	N	N	56
																				N					

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty Cc educational Ee bereavement Gg paternity
Bb military duty Dd maternity Ff meetings/conferences Hh personal

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
57. Sandisfield 660 [326]	no salary S							2.75				20
58. Savoy 467 [335]												
59. Shelburne 1,976 [279]	2.65 P									2.81		11
60. Arms	4.40 S	3.45						2.65		5.00		16
61. Shutesbury 790 [320]	2.65											5
62. Tolland 215 [346]												
63. Truro 1,260 [300]	5.00 Y P							3.25				19
64. Tyringham 328 [342]												

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													Municipality
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	
														OTHERS						Max. Accum.					
.8					1			1				1	Y	5					Y	6 N	a b c d e F g h	A	N	N	57
																									58
.5					1					2	1		N						Y	5 N	E F H	N	N	N	59
.8			1			1		1	2			1	Y						Y		A E F H	A	N	N	60
.2								1		1			N						N	N N	N	A	N	N	61
																									62
.7		1						1			1		N						N	N N	N	N	N	N	63
																									64

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP I (0 - 1,999) Municipality / 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
65. Wales 1,033 [311]	2.65	2.65								2.65		
66. Warwick 582 [332]	2.50 3.05 S									2.00		15
67. Washington 486 [334]												
68. Wellfleet 1,973 [280]	8,827	3.91						2.95				35
69. Wendell 631 [329]												
70. W. Stockbridge 1,355 [295]	3.00 S											12
71. W. Tisbury 685 [325]	5.35 S			3.75 3.80					1.00 2.00	3.75		16
72. Westhampton 946 [314]	2.60 S								3.50			13

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS											
								2	1				N						N	N	a e b F c g d h	N	N	N	65
.5								1		1		1	Y						N	N	C	N	N	N	66
															5					N	F h				
																									67
2.3	1				1		1			1			Y	12	15	18			Y	12	A E b F c h d	T	50	50	68
														12	15	18				20					
																									69
.3								1				1	N						N	N	N	A	N	N	70
1.6				1	2				3	1		1	Y	10	15	20			Y	15	A E b f c g d H	T	50	N	71
																				60					
.9					2							1	N						N	N	A E h	N	N	N	72
																				N					

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP I (0 - 1,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
73. Whately 1,171 [303]	3,750 P			2.00 2.50						3.85		32
74. Windsor 569 [333]	no salary											
75. Worthington 810 [319]	no salary S							2.20				7

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS																Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
													PROFESSIONALS																
														Days First Year	5th	10th	15th	20th		Days/ Year				Medical	Life		
															OTHERS													
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.							
1.2	1				2		1			1	1		N	10					Y		A c E F H	N	NA	N	73
													N						N	N N	N	N	N	N	74
.2									4			1	N						N	N N	c h	N	N	N	75

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

Population Group II
(2,000 - 4,999)

30

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
1. Ashburnham 3,834 — 237	5.67 S	3.21							3.21	2.80	2.65	21
2. Ashby 2,348 — 267												
3. Barre 3,983 — 235	13,335 P	2.50		2.50				2.50		3.45		35
4. Berkeley 2,300 — 268	2.92			2.80					2.80			15
5. Berlin 2,280 — 271	3.34 S	2.92						2.65		4.24		25
6. Bolton 2,427 — 266	2.85 P							2.80		2.80		25
7. Boxborough 2,642 — 262	3.52 P	2.99		2.84				2.68		2.23		14
8. Boxford 4,565 — 223	11,120 P	4.70		3.30 3.90				3.30		2.70	2.50	40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS															Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
													PROFESSIONALS															
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year			Medical	Life	
														OTHERS						Max. Accum.							
1.8					1	1	1	2		1		1	Y	12 6					N	N N	F	A	N	N	1
																											2
2.2	1	1	1			1				2	1	1	N	10					N		N	N	50	50	3
.6							1	2					Y	5	10	15			Y	INDF INDF	A E b F c g d H	N	N	N	4
1.4			2		1	1				1		1	Y	5 5	10 10	15 15	20 20		Y	10 INDF	E F	N	50	50	5
1.3					2	1		1	1		1	1	Y	10					Y	10 10	a e b F C g d h	A	50	N	6
2.0			2		2			2		2	1		Y	20 5					Y	4 13	N	N	100	100	7
4.9	1				2	3		4	2		1	1	Y	20					Y	12 85	A E b F C H d	B	50	50	8

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
9. Boylston 3,326 [249]	5.49 P			2.94				3.48	2.60		2.30	30
10. Brewster 3,709 [242]	5.01 Y P							2.81 3.57				30
11. Brimfield 2,170 [275]	3.00 S			2.20					1.75	2.75		15
12. Brookfield 2,175 [273]	4.00 S	2.75								2.10		15
13. Carlisle 3,178 [252]	9,585 Y P	4.20						3.52 4.20				38
14. Carver 4,280 [226]	6.10 S							2.40 3.30		3.30		28
15. Cheshire 3,199 [251]	2.89 P											15
16. Deerfield 4,255 Dickinson [227]	2.88 P											10

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS															
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
													PROFESSIONALS														
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	OTHERS					Max. Accum.					
3.3					1	1		1	3		1		Y	20 10					Y	10 N	F h	A	10	10	9
2.6		1						2			1		Y	10 10	15	20			Y	14 N	d E H F	T	N	N	10
.7					1			1	1	1		1	Y	10					Y	INDF INDF	A E H	N	N	N	11
1.0								3				1	Y	10					Y	7 N	C F	A	N	N	12
3.0		1			3	1		1			1		N	20 10	15		20		Y	12 120	A E B F c g d h	N	50	50	13
1.9					2			2		1		1	Y						Y	9 20	F	B	100	N	14
.4								1			1		Y	10					Y		A	A	N	N	15
.3					1						1		N						N	N N	N	N	N	N	16

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
17. Tilton	2.40 S	3.25							2.10	3.00		15
18. Douglas 3,174 [253]	5.62 Y							3.00		3.00		20
19. Dover 4,923 [216]	9,000 Y							3.45 4.00		4.41		35
20. Eastham 3,069 [255]	10,882 P			3.80							2.50	35
21. Edgartown 2,141 [276]	5.01 S			3.41 3.85						3.82		27
22. Essex 2,872 [257]	4.22 S	4.03										29
23. Hadley 3,802 [238]	3.75 S			3.00								19
24. Halifax 4,684 [222]	9,533 P							3.15 3.38	2.62 2.80			40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	5th	10th	15th	20th							
1.3								4				1	Y	10	15		20		Y	7 N	N	N	N	N	17
1.3		1			2			3	1				Y	20					Y	15 125	N	N	50	50	18
3.3	1	1	1		3			1	1				Y	20 10	15				N	10 20	E F	N	50	N	19
1.7	1				2		1				1		Y	10	15	20			Y	12 N	a e b F c g d h	B	50	50	20
3.6		1						3		1	1	3	Y	10	15	25			Y	6 30	A B E	N	25	50	21
1.2					1			1				1	Y	10	15	20			Y	10 100	A B E C F	A	50	50	22
1.2					2	1		2				1	Y	5 5					N	N N	a e b f c g d h	A	N	N	23
2.3	1				1			2	1		1		Y	10 10	15 15	20 20			N	18 60	F	N	50	N	24

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
25. Hampden 4,751	219		3.50 S			2.85 3.00								27
26. Hardwick 2,172 Paige	274		2.47 P									2.65		7
27. Gilbertville			no salary							2.45		3.46		15
28. Harvard 3,514	245	Y	5.89 S			2.17 3.78				5,720		3.08	1.92	30
29. Hatfield 3,090	254		4.12 P	3.55							3.55			20
30. Hopedale 4,014	234	Y	6.67			4.13				3.25 3.43	2.39	2.86		30
31. Lanesborough 3,237	250		3.05 S	3.05		2.65								11
32. Marion 3,764	241	Y	8,820 P	3.40						3.15		3.00	2.65	36

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	5th	10th	15th	20th							
2.2						1		2				1	Y						N	N N	N	N	50	50	25
.3							1	1			1		Y						Y		N	N	0	N	26
.6			1					2					Y	10					N	N N	A E b F c g d h	A	N	N	27
4.1	1	1			5				3			1	Y	10 10	13 13	15 15			Y	10 INDF	A C F d g E h	T	50	50	28
1.1						1		1		1	1		Y	10					N	N N	a E b F c g d h	A	50	100	29
3.7		1				1		2	2		1		Y	20					Y	20 N	F h	A	50	100	30
.6								3				1	N						N	N N	a e b f c g d h	N	N	N	31
3.0	1	1				2		1	2	1	1		N	5		10			N	5 5	E F H	N	50	N	32

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
33. Mashpee 2,496 [264]	4.00							2.99				20
34. Mendon 2,714 [261]	2.84 S								2.53			8
35. Merrimac 4,202 [230]	10,200 Y P			8,500				3.00	2.31	2.77		40
36. Middleton 4,032 [233]	3.67 S	3.38		3.05 3.38						2.88		24
37. Nahant 4,229 [229]	11,362 Y P			4.17				3.41			2.65	40
38. Newbury 4,239 [228]	4.67	2.36										30
39. N. Brookfield 4,150 [231]	3.50 S	2.80						2.30			2.30	26
40. Northfield 2,470 Dickinson [265]	7,500 S	3.50								4.00		40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated			Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's		Municipality
													PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other						Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year			Medical	Life	
														OTHERS						Max. Accum.					
1.1			1			1							N						N	N	a e b F c d	T	N	N	33
.7					2	1				1		1	N						N	N	a e b f c h d	N	N	N	34
4.8	3	1			1	1		3		1	1	3	N	10			15		N	15	A	T	50	50	35
														10			15			30					
3.8					1			1	5			6	N						N	N	a e b F c g d h	N	N	N	36
4.0	1	1						5	3		1		N	10	15	20			N	15	A E B F C G D H	B	50	50	37
																				60					
1.3						1		1			2		Y	10		15			Y	6	A F b g E h	B	50	N	38
																				6					
1.5								4				1	Y	10		20			Y	12	N	A	50	50	39
														5						24					
2.1	1				2	1						1	Y	10					Y	10	F	N	25	25	40
														10						N					

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality / 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
41. Field												
42. Orleans 4,369 [225]	13,792 Y P							3.87 4.53	3.52			40
43. Paxton 3,706 [243]	7,757							2.65 2.70		4.40		40
44. Princeton 2,072 [277]	3.14 S	3.06						2.95		2.75		23
45. Provincetown 3,947 [236]	10,765 P	8,975							8,615	4.62		40
46. Rochester 2,284 [270]	3.46											10
47. Rowley 3,455 [247]	4.50 Y P			3.36					2.65	3.34	2.20	28
48. Rutland 3,692 [244]	3.10	2.07								2.79		22

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS														
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
													PROFESSIONALS														
													Days First Year	5th	10th	15th	20th		Days/ Year							
													OTHERS														
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
																									41
4.4	1	2	1		3	1		2			2	7	Y	10 10		15 15			Y	12 120	A B F d g e h	N	50	50	42
1.7	1				3		1	1					N	10	15				N	5 5	A B F	A	50	50	43
1.7		1				1		2		1		1	Y	10					Y	5 60	a e b F C g d h	N	50	50	44
3.3	3				2			2			1		Y	10 10		20 20			N	12 N	A E B F C D	N	50	50	45
.3					1								N						N	N N	N	N	50	N	46
2.7		1			1	1		3	1	1	1		Y	10 5	10				N	N N	N	N	N	N	47
1.1								2		1			Y	10					Y	7 21	A C F H	T	N	N	48

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty Bb military duty Cc educational Dd maternity Ee bereavement Ff meetings/conferences Gg paternity Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
49. Salisbury 4,967	215	9,000	S	3.65							3.35	4.00		40
50. Sheffield 2,723	260	11,496 Y	P							3.35 3.55		3.35		40
51. Sherborn 4,116	232	8,190	P	7,683		7,371				3.20		2.65 3.20		38
52. Shirley 4,740	220	4.00	S	3.00								5.00		19
53. Southampton 3,770	240	4.12	S			3.78				3.20				22
54. Sterling 4,901	217	5.22 Y	P			3.97				2.75 3.14			2.65	25
55. Stockbridge 2,228	272	8,925		6,300						3.43	2.20	4.00		37
56. Stow 4,688	221	10,100 Y								3.25 3.50	2.65	3.15	1.75	40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS																	
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated			Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's		Municipality
													PROFESSIONALS															
													Days First Year	5th	10th	15th	20th		Days/ Year									
FTE	FT	MLS	Other	BLS	Other						Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.			Medical	Life	
														Days First Year	5th	10th	15th	20th											
2.5	1							3		1		1	N	10 5		20			N	15 90	N	N	25	NA	49
2.1	1	1			4						1		N	10	15	20			N	15 60	E F	N	50	50	50
6.2	3	1		1	5			1		4	1		N	5	10	15	20	25	N	3 120	A F C H E	N	50	50	51
1.1								2		1		1	Y	 5					N	N N	d F e h	N	50	50	52
1.9					1			2		1		1	Y	5 5	10 10	15 15		20 20	Y	5 5	A E b F C g D h	N	50	50	53
3.0		1			1			2	3		1		Y	10 10		15 15			Y	10 30	A f B E h	A	25	25	54
3.3	2				2			2	1				N	10	15	20			N		E F	N	N	N	55
3.6	1	1			1				4				N	10 10		15 15			N	15 30	a e b f c g d h	N	50	100	56

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
57. Sunderland 2,763	258	2.99										2.00 4.00		18
58. Sutton 4,969	214	2.92	S	2.78		2.65								25
59. Tisbury 2,754	259	10,200 Y	P	6,000		7,000						3.50		40
60. Tyngsborough 4,870	218	3.50		3.30						2.65				29
61. Upton 3,777	239	7,800	P			2.82							2.21	40
62. Warren 3,456	246	7.09												19
63. W. Warren		700												16
64. Wenham 3,359	248	7,500	P	4.00		3.71				3.63			2.65	33

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave					Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's			
													PROFESSIONALS													
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year			Medical	Life	
														OTHERS						Max. Accum.					
.6								1	2				N						N	N N	C	N	N	N	57
2.1								3				3	Y	5	10	15			Y	10 55	N	A	50	50	58
4.2	3	3					1	1			3	1	Y	14 14	15 15	18 18			Y	12 60	A E B F C g d H	N	50	50	59
1.8								3		1			Y			10			Y	INDF INDF	a e b f c g d n	A	50	N	60
1.9	1				1					2	1		N	10	11	15	20		N	6 6	A B D E	N	25	N	61
.5						1							Y	15					Y		E F	N	100	N	62
.4						1						1	N						N	N N	N	N	N	N	63
3.4	1		1		1		1	2	1		1	2	Y	10 10		15 15			Y		N	T	40	40	64

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP II (2,000 - 4,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
65. W. Brookfield 2,927 [256]	3.60 S	3.30								2.77		19
66. W. Newbury 2,626 [263]	8,000 P			5,500					2.65			35
67. Westminster 4,525 [224]	10,000 Y	3.81		4.00					2.65 3.81			40
68. Williamsburg 2,292 Meekins [269]												
69. Haydenville												

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated			Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's		
													PROFESSIONALS													
														Days First Year	5th	10th	15th	20th		Days/ Year			Medical	Life	
FTE	FT	MLS	Other	BLS	Other						Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.					
														OTHERS											
1.4								2		1		2	Y	10					Y	5 N	E F	N	N	N	65
2.7	2							2		3	1		N	10		15			N	10 120	E F	N	50	50	66
3.1	1	1			2					2			Y	10 10	15 15			20 20	Y	12 90	E	N	50	50	67
																									68
																									69

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

Population Group III
(5,000 - 9,999)

POPULATION GROUP III (5,000 - 9,999) Municipality / 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
1. Acushnet 8,439 [159]	3.96	2.60				7,209					2.65	20
2. Ashland 8,906 [155]	7,863 9,950		3.85 4.49	3.18 4.41		3.97		3.18 4.41	2.89 4.04	2.89 4.04	2.34 3.09	40
3. Avon 5,315 [209]	10,338 11,888 S					10,338	3.87 4.45	2.65 3.05		3.20 3.68	2.65 3.05	35
4. Ayer 6,718 [178]	9.99 Y	4.35		3.75				2.65 3.15	3.25 3.75	2.65		23
5. Belchertown 6,361 [187]	4.00 S	3.65						2.65 3.00				25
6. Blackstone 6,486 [182]	3.67								2.76			25
7. Charlton 5,598 [201]												
8. Chatham 6,027 Eldredge [194]												

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS											
1.2					1		1	1					Y	5 5		10 10			Y	INDF INDF	d E F	N	50	N	1
4.9	1				5	1		1	1				Y	5 5	10 10		15 15		Y	15 N	A E b F c g d h	N	50	N	2
4.1	1					1	2	3	1			1	Y	10 10	15 15		20		Y	10 100	A E F H	B	50	50	3
2.5		1			1			5		1			Y	10			15		Y		N	B	N	N	4
1.8					2				1	1		1	Y	10					Y		a e b F c g d h	A	N	N	5
1.0								2					N						N	N N	N	N	75	50	6
																									7
																									8

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
9. S. Chatham												
10. Cohasset 7,785 Pratt 167	13,962 17,117 Y P			10,816 11,977		10,816	10,816 11,977		3.51 3.85	4.38	2.43	35
11. Nantasket	2.67 P											13
12. Dalton 7,504 169												
13. Dennis 9,351 Memorial 153	3.64 P											11
14. Jacob Sears	1.92									2.50		8
15. S. Dennis	3.37											10
16. W. Dennis	4,300									1.92	2.00	35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS												
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
													PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS						Max. Accum.					
																									9
8.7	3	3			2			5	4		4	1	Y	20 10	15		20		Y	15 120	A b E F	T	50	50	10
.4										1	1		N						N	N N	N	N	N	N	11
																									12
.3										1	1		Y	10					Y		N	N	N	N	13
.2								1					N						N	N N	N	N	N	N	14
.3								1					N						N	N N	N	N	N	N	15
1.3	1				1			2					N	10					N	INDF INDF	N	N	N	N	16

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
17. Dighton 5,076 [213]	4.62						2.30	2.30		2.88		15
18. Dudley 7,857 [165]	5,391			3,630						3.69	2.30	35
19. E. Bridgewater 9,485 [152]	15,794 P	12,600		10,510 11,575	12,988 14,203		3.00 3.75	2.75 3.50	8,557	7,990	2.50 3.00	35
20. Freetown 5,417 Hathaway [207]												
21. White	3.40	2.78								2.78		12
22. Georgetown 5,912 [197]	5.85 P			3.71 4.30				3.03 3.53		5.35 5.77	2.10 2.40	23
23. Granby 5,609 [200]												
24. Gt. Barrington 7,068 Mason [172]	9,000 P	6,643		6,097					2.85			35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS																	Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave							Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
													PROFESSIONALS																	
														Days First Year	5th	10th	15th	20th			Days/ Year								
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	OTHERS 5th	10th	15th	20th	PT	Max. Accum.			Medical	Life				
1.1						1		3					Y						Y	N	A E	N	N	N	17					
																		12		N	b F g h								
																					c								
																					d								
3.0	2							5					N	5	10			15	N	10	N	A	50	50	18					
																				30									
12.6	9	1			7			4		2	9		Y	21				26	Y	12	A E	N	50	50	19					
														5	10			15		90	b F								
																					c H								
																									20					
1.2								2		3			Y	5	14				Y	12	A	N	N	N	21					
																					E								
																				60									
3.4					1		1	3	4		1		Y	5	10	15		20	Y	30	E	A	50	50	22					
														5	10	15		20		N	b F g h								
																					c								
																					d				23					
4.1	3			1	1			3			1		Y	5	15	20			Y	15	E	T	10	10	24					
														5	15	20				30	H								

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
25. Ramsdell	3.80 P			2.85 3.35								29
26. Groton 5,497 [205]	7,829 9,809 P			5,579 7,560			3.06 4.52	3.06 3.86		3.94		36
27. Groveland 5,253 [210]												
28. Hamilton 6,675 [179]	9,746 12,671 Y	7,568 8,496				9,746	3.54 4.10	2.40 2.70		4.32 4.67		40
29. Hanson 8,331 [160]	9,540 P							3.79 4.22	3.10 3.54			35
30. Harwich 7,786 Brooks [166]	8,695 11,095			2.75 3.25								40
31. Harwich Port		3.00										19
32. Chase		2.65										16

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION			FRINGE BENEFITS																Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional		Subprofessional	Vacation Leave							Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
															PROFESSIONALS															
															Days First Year	5th	10th	15th	20th											
FTE	FT	MLS	Other	BLS	Other									PT	OTHERS						PT	Days/ Year			Medical	Life			
															Days First Year	5th	10th	15th	20th			Max. Accum.							
2.2								2		1	1			Y	5	15	20				Y	15		E H	N	10	N		25
																						30							
4.9	2				2	2	1	2			1			Y	10	15	20				Y	12		N	B	50	50		26
															10	15	20					INDF							
																													27
4.6	2	1		3	1	1		2	3					Y	5	10	15				N	15		A F b h E	N	50	50		28
															5	10	15					120							
2.4	1				1			3			1			Y	10		15				Y	10		A E B F	B	50	50		29
															10		15					N							
3.4	1				2			4						N	10			15	20		N			F	N	50	N		30
.8			1							1				Y							Y	INDF		A F E H	N	50	50		31
															10							INDF							
.9								3						N							N	N		N	N	N	N		32
																						N							

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
33. Hopkinton 6,405 — 185	8,522 P	3.05	3.05	2.88				2.60	2.73			40
34. Kingston 6,776 — 176	9,579 P						4.63			2.59	2.45	35
35. Lakeville 5,118 — 212	4.00			3.50					2.30	4.17		21
36. Lancaster 5,673 — 199	10,372 P			7,872		7,500		6,006	4,820	6.34	2.65	32
37. Lee 6,319 — 190	13,340 P	4.20		3.48					2.78		2.65	35
38. Leicester 8,887 — 156	7,800 S	3.50			4.20	7,800		3.15		2.78	2.65	32
39. Lenox 5,718 — 198												
40. Lincoln 6,374 — 186	14,528 Y	11,000	13,000	6.15			3.95 4.00	4.45	4.00	4.00 4.20	2.20 2.35	38

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
														OTHERS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
6.0	1				2			9		1	1		N						N	INDF INDF	N	N	N	N	33
5.5	1				1		1	6			1	4	Y	10	15	20			Y	12 INDF	E F H	T	50	50	34
1.6								2		3			N						N	N N	N	N	N	N	35
5.4	4		1		1	2		2	2		1	2	Y	10	15		20		Y	10 INDF	A E C F	T	50	50	36
5.3	2							8	2	1	1		Y	5	10	15	20	25	Y	10	A E	B	50	50	37
3.0	1				2		2	3				1	Y	10	15 5	10			N	N N	E F a b g h c d	A	50	50	38
																									39
9.4	3	3			6			4		12			Y	20					Y	12 120	E F	N	N	40	40

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
41. Littleton 6,629	180	12,000	P			3.27			2.94			3.89		35
42. Lunenburg 8,175	163	11,195 13,600	7,720 9,805 Y			7,179 9,118		11,195	3.07 3.81	2.65		3.30 3.80	2.60	38
43. Manchester 5,542	203	11,825 12,876	8,464 9,225 P			4.65 5.07					4.38 4.76	4.43 4.83		35
44. Mattapoisett 5,376	208	4.52	3.33 S						3.33		2.91	2.80		26
45. Maynard 9,901	149	10,702 11,773	8,411 9,401 Y			8,211 9,201			8,211 9,201	8,211 9,201		4.78 5.09	2.50	35
46. Medway 8,166	164	11,233	4.40 Y P						3.30 3.83	3.10 3.58	2.65 2.75	3.10		40
47. Millis 6,534	181	9,335 11,194	3.56 4.52 P			2.81 4.00		9,335					2.65	35
48. Monson 7,376	170	12,500							3.20		3.20	3.35	2.65	33

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS														Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated			Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's				
													PROFESSIONALS														
														Days First Year	5th	10th	15th	20th		Days/ Year						
														OTHERS													
FTE	FT	MLS	Other	BLS	Other						Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.			Medical	Life	
4.6	1				4	1		3		3	1		Y	20 10		15	20		Y	15 60	N	N	35	35	41
5.4	3	1			1		1	6					Y	10 10	15 15		20 20	25 25	Y	10 60	A E B F d H	T	25	25	42
3.8	2				3			2		1	1	1	Y	10 10	15 15	20 20			Y	12 120	E F	T	50	50	43
2.3					3	1		1	1			2	Y	10		15			Y	12 N	A E b F g c d h	A	100	50	44
12.0	7	3	2	1	1		1	4	2	1		1	Y	10 10	15 15		20 20		Y	12 180	A d b E c	N	25	50	45
5.6	1	1			4			4	3		2		Y	10 10	15 15	20			Y	8 N	a F h	T	40	100	46
4.5	1				1	1	1	2		4	2		Y	5 5	10 10	15 15		20 20	Y	15 90	A E F	T	50	50	47
4.0	1				1			2	2	3			Y	10			15	20	N	14 N	E F H	N	50	N	48

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
49. Montague 8,321 161	4.14 P								3.26	2.65		10
50. Millers Falls	4.23								2.65 3.26	2.65		16
51. Turners Falls	8,309 10,118 Y P					8,309			3.73 4.22	3.00		36
52. Nantucket 5,559 202												
53. Norfolk 5,960 195	9,932		5.00	3.85	3.85				3.50	3.00	2.30	40
54. Norton 9,869 151	11,916 Y			3.70 3.75		6,638	3.25 3.75	2.75		5.56	2.65	37
55. Norwell 8,999 154	12,034 Y			8,554		8,554	3.00 4.00		3.20	3.00 3.57		35
56. Orange 6,445 183	12,021 P	4.40		2.94	4.82						1.90	40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS						Max. Accum.					
.6						1		2			1		Y	5	10	15	20		Y	20	A E	N	N	N	49
																					B f				
																					c g				
																				90	d h				
1.0								2	1				Y	10		15			Y	14	A F	A	25	25	50
																					c h				
														10		15				N	E				
2.4	1	1						3			1		Y	5	10	15	20		Y	20	A E	T	25	25	51
																					B f				
																					c g				
														5	10	15	20			90	d h				
																									52
3.6	1				2	2	2	4	2				N	10	15	20			N	15	C	A	50	50	53
																					F				
																				N					
5.6	1	1		2	1		3	1		2	1	2	Y	20					Y	12	E	N	50	50	54
																					F				
														5	10	15	20			30					
6.5	3	3	1		3			4					Y	10		15	20		Y	12	A E	B	50	50	55
																					B F				
																					c g				
														10		15	20			120	d h				
2.6	1						1	2	2	1	1		Y	5	10	15	20	25	Y	15	A F	N	25	25	56
																					B H				
														5	10	15	20	25		INDF	E				

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
57. Pepperell 6,745 / 177	6.13	4.95		4.25			3.75	3.25		3.50	2.35 2.50	31
58. Plainville 5,463 / 206	3.25 S	2.75										25
59. Raynham 7,720 / 168	4.89	4.18		3.58				2.30		2.50		25
60. Rehoboth 7,009 / 174	2,160 S							2.65				25
61. Rockport 6,284 / 191	6.09 P			4.06 4.54	4.11 4.65		3.92 4.48			3.32 3.70	2.65	30
62. Sandwich 6,358 / 188	15,000 P	10,796		9,100		9,100	8,832	3.50		3.85	2.78	35
63. Southborough 6,326 / 189	11,795 14,659 P			8,504 10,582			3.27 4.08			2.65	2.65	40
64. Southwick 7,028 / 173	7,790			2.65 2.75		7,280						35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	5th	10th	15th	20th							
4.9					1	1	1	4	1			2	Y	10		15		20	Y	10 60	N	A	40	40	57
1.4						1		1				1	Y	10	15		20		N	N N	N	N	50	N	58
2.5			1	1			1	4					Y	5		10	15	20	Y	10 10	N	A	N	N	59
1.6						1		3					Y	10					Y	14 14	N	N	N	N	60
5.2				1	1		1	4	3		2		Y	5 5	10 10	20 20			Y	13 120	A E b F c g d h	N	25	25	61
7.0	4	2	1		1	4		2			3		Y	10 10	15 15	20 20	25 25		Y	INDF INDF	A E B F C G D H	T	80	80	62
4.5	2				3	1		1	3		1		Y	10 10		15 15	20 20		Y	15 105	A E B F c g d h	N	50	50	63
2.1	1				1					4			N	5	10		15	20	N	15 N	A E B F C H	N	50	50	64

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
65. Spencer 9,895 / 150	4.01 / 4.94 S		4.01 / 4.94	2.45 / 3.20		7,404						23
66. Sturbridge 5,522 / 204	5.60			3.50			3.00 / 3.25			2.54	2.65	31
67. Templeton 6,079 / 193												
68. Topsfield 5,913 / 196	11,448 Y	9,328		3.00 / 3.29				2.80 / 3.45		4.00		40
69. Townsend 5,125 / 211												
70. Uxbridge 8,528 / 158	6.63 P	4.45		4.10			3.85		3.57	3.39	2.93	30
71. Ware 8,679 / 157	10,900							5,550 / 6,750				32
72. W. Boylston 6,284 / 191	10,485 Y	8,000		6,500			2.75 / 3.75	3.75 / 4.00	2.50 / 3.00	3.00	2.00 / 2.65	35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave				% Insur. pd. by Empl's		
														PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS											
														Days First Year	5th	10th	15th	20th		Max. Accum.				
3.5				1	2			3		1		1	Y	5	10	15		20	Y	10	A E B F c g d H	T	60	60	65
														5	10	15		20		60					
3.0			1			1		2	1	1			Y			10			N	N	F	N	N	N	66
															5					N					
																									67
4.8	2	3			2			3					Y	20					Y	15	E F h	N	50	50	68
														20						30					
																									69
4.5					3	1	1		1	1	1		Y	20					Y	15	E F H	N	65	100	70
														10	15					90					
3.7	3				1			3					N	20					N	10	N	N	N	N	71
														10	15					30					
6.6	2	1			1	1		5	3		1	3	Y	5	10	15			Y	INDF	F h	N	50	50	72
														5	10	15				45					

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP III (5,000 - 9,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director (MLS / Cert)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
73. W. Bridgewater 6,429 [184]	12,129 Y						7,098 8,190	3.10 3.89		4.11	2.75	35
74. Williamstown 8,247 [162]	9,000			6,224	3.01		3.00	2.65 4.14				35
75. Winchendon 6,855 [175]	4.81 5.12 P			3.70 4.37						2.75		26
76. Wrentham 7,342 [171]	11,000 14,500 Y	8,268 8,957				11,500	7,072 7,748	2.90		2.65	2.65 2.75	35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
													PROFESSIONALS													
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	5th	10th	15th	20th							
4.8	3	1				1	1	4	2			4	N	20 10	 15		 20		N	15 120	A E b F c H D	T	50	50	73
4.6	2	2			2	1		3					Y	10 10	15 15				Y		E F H	B	50	50	74
1.8					1			2			1		Y	5 10	10 15		15	20	Y	10 INDF	A d b E C F	N	40	40	75
4.4	3	1			2	1	1	1	4		1	1	N	10 10	15 15	20 20			N	18 150	a E b F c g d H	T	50	50	76

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

Population Group IV
(10,000 - 24,999)

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director (MLS / Cert)	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
1. Abington 13,456 — 118	13,000 / 14,000 Y P			8,400			2.70 / 3.60				2.70	35
2. Acton 18,209 Citizens — 86	6.64 / 7.89											28
3. Memorial	13,973 / 17,226 Y P	11,005 / 13,304		9,472 / 12,633		10,528	7,121 / 8,419	7,051 / 8,132	3.59 / 4.28	10,525 / 11,606	2.53 / 2.76	40
4. Adams 11,270 — 140	12,022 / 13,510 P	9,233 / 10,566		7,745 / 8,923			6,939 / 8,024		6,195 / 7,187	8,024 / 9,233		35
5. Agawam 24,305 — 64	12,670 / 14,533					12,670	7,033 / 9,858	5,772 / 7,345	5,772 / 6,786	7,345	5,096 / 5,993	35
6. Amesbury 13,752 — 113	12,064 / 13,624 Y	8,536 / 9,659		7,934 / 8,986				6,545 / 7,735	5.63 / 7.04	7,176 / 8,216		38
7. Amherst 22,308 — 69	14,300 / 18,434 Y P	10,881 / 13,988		10,101 / 13,078	6,115 / 7,878	10,101	7,644 / 9,841	5,720 / 7,995	8,112 / 10,426	7,664 / 9,841	2.20 / 3.50	38
8. Athol 10,849 — 141	10,500 / 12,800 Y	10,000		9,500		10,500		5,740 / 8,590		3.03 / 3.82	2.65	40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION			FRINGE BENEFITS																Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional		Subprofessional	Vacation Leave						Sick Leave		Other Leaves		Overtime	% Insur. pd. by Empl's					
														PROFESSIONALS																
														Days First Year	5th	10th	15th	20th	Days/ Year					Medical	Life				
														OTHERS																
FTE	FT	MLS	Other	BLS	Other									PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.									
8.7	4	3			1			6	2		2			Y	10		15	20	25	N	12	A c	E F h	N	50	50				1
															10		15	20	25		84									
.8								1						Y	10		15	20		Y	15		A E H	N	10	50				2
																					100									
14.0	7	7			8		3	2	5	1	3			Y	10	15	20			Y	15	A B c d	E F H	B	10	50				3
															10	15	20				100									
6.0	5			1				5		1	1			N	10	15	20		25	N	15	A E	F H	N	25	25				4
															10	15	20		25		150									
15.6	15				5	1	1	8		1				N	10		15	20		N	15	A B C d	E F g h	T	50	50				5
															10		15	20			90									
11.7	6	2			1		1	12		1				Y	10		15	20		Y	16	A b c d	e F g h	N	25	N				6
															10		15	20			80									
25.1	17	5	2		13	1	3	10	8		1			Y	10	15	20			Y	15	A B c	D E F H	B	25	25				7
															10	15	20				INDF									
6.5	5	1			4	.2		1	1					N	10		15			N	15		F h	T	20	20				8
															10		15				120									

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population . State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
9. Auburn 15,626 101	13,965 17,325	10,500 13,020				9,000	7,985 9,620	5,387 7,985		6,989 8,840	2.30	35
10. Bedford 12,314 129	16,577 Y P	12,053 13,829		11,357 13,032		11,357	8,798 10,095	3.34 3.84	4.75 5.30	9,959 11,428	2.40 2.60	40
11. Bellingham 14,461 107												
12. Bourne 11,362 138	13,000 17,000 Y			4.77 5.53	4.20 4.88	9,921	4.20 5.53		7,000 10,000	2.85		40
13. Bridgewater 13,613 115	11,850 13,500 Y	8,500 9,850		8,900 10,250		8,900	2.75		6,708 7,344	9,050 9,775	1.25 2.05	35
14. Burlington 24,306 63	13,793 16,446 Y	11,311 13,407		10,406 12,308		10,406	4.62 5.02		3.30 4.44		2.85 2.95	35
15. Canton 18,114 88	15,622 19,113 Y	13,358 14,887		12,703 13,741		12,703	11,083 12,048	9,316 9,846		10,878 12,272	2.30	35
16. Clinton 13,015 123	12,000	5.22		4.92 5.03						7,660		26

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
														OTHERS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
13.4	9				5			6	5	3	1		Y	10		15	20		Y	15	A e B F d	T	50	50	9
														10		15	20			90					
14.6	7	7	1		4	1	4	9	4		4	1	Y	10	15	20		25	Y	15	A F b H E	T	50	50	10
														10	15	20		25		INDF					
																									11
8.4	3	3			6			2					Y	5	10	15	20		Y	15	a f B h d	A	50	50	12
														5	10	15	20								
10.2	7	4	1		3			2	10	1	1		N	10	15	20			N	15	A E B F c g d h	T	50	50	13
																				INDF					
10.8	4	5			1	1	1	4	4			3	Y	10	15	20			Y	12	d A E b f c h	B	50	50	14
														10	15	20				INDF					
15.9	12	3			1			11		2		1	Y	10	15	20			Y	15	A E b F c g d h	B	50	50	15
														10	15	20				INDF					
4.1	1				1					5			Y						Y	15	E	T	50	50	16
														10						120					

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
17. Concord 17,270 / 92	16,228 / 18,997 Y		11,401 / 13,344	,382 / 12,338	11,401 / 13,344	9,382	9,382 / 10,968	3.93 / 5.18		4.74 / 5.55	2.65 / 3.00	38
18. Dartmouth 21,586 / 71	14,500 Y P	10,174 / 11,867		8,247 / 9,544	8,703 / 10,073		7,052 / 8,589	6,370 / 7,356	7,443 / 8,589	7,835 / 10,073		35
19. Dracut 20,287 / 76	10,500 Y			7,650		7,500	5,460 / 6,333	5,684			2.30 / 2.80	35
20. Duxbury 10,601 / 144	12,400 / 18,000 Y			11,060 / 13,125		11,060	3.83 / 4.86	3.83 / 4.50	6,971 / 9,360	10,462		40
21. E. Longmeadow 13,132 / 122	10,900 / 16,500 Y P	8,160 / 11,650		6,670 / 10,470			5,860 / 8,036				2.23 / 2.35	37
22. Easthampton 15,084 / 102	10,304 / 12,595	8,946 / 10,940		8,946 / 10,940		8,946			7,206 / 8,824	4.46		35
23. Easton 13,138 / 121	8,900 Y P	6.41		3.85				2.65 / 3.70		3.40		35
24. Fairhaven 16,005 / 99												

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year						
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional		OTHERS												
													PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
27.3	18	6	2	1	9			23		2	2		Y	10 10	15 15		20 20		Y	12 INDF	A F B H E	T	50	50	17
13.5	13	3			1	4		4		2	4		Y	5 5	10 10	15 15	20 20		Y	15 INDF	A E B F c g D H	B	50	50	18
8.3	7	1	1		1		2	4	1				N	10 10	15 15	20 20			N	8 INDF	A E b F C g d h	T	50	50	19
13.1	5	2	1		7		2	3	6	1	1		Y	10 10		15 15	20 20		Y	15 150	A d E b F c h	N	25	25	20
11.1	5	1			4			6		6	4		Y	10 10	15 15	20 20			Y	12 INDF	A E B F c H	T	50	NA	21
5.1	4	1			2	3		1	1				N	10 10	15 15	20 20		25 25	N	15 INDF	A F	T	50	50	22
5.5	1	1						7	1		3	1	Y	5 5	10 10	15 15	20 20		Y	10 10	F	N	N	N	23
																									24

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
25. Falmouth 20,648 74	12,868 17,517 Y P	11,560 13,283		9,518 14,596	9,518 10,910	9,518	9,518 10,910	7,761 8,870	4.41 5.05	3.96 4.25	2.74 3.15	38
26. Woods Hole	4.50	3.85					3.00			5.00	2.75	20
27. W. Falmouth	4.48 Y							3.05		3.39	2.25	15
28. Foxborough 14,690 106	13,395 17,804 Y P			8,112 11,247			6,606 9,154		2.40 3.27	2.40 3.27	1.60 2.40	35
29. Franklin 18,379 85	12,848 15,638 P	8,014 9,560	6,876 8,269	3.61 4.55			3.41 4.14		3.18 3.90	6,543 7,869	2.65 2.90	40
30. Gardner 19,349 79	12,914 13,574 Y	9,503 11,099		6,874 9,443				3.45 3.85	3.00	11,341	2.65	38
31. Grafton 10,630 143	4.49			3.15 3.45	3.15			2.75 2.90	3.50	2.76 3.46		30
32. Greenfield 19,087 82	12,376 14,846	10,192 12,142		9,334 11,122		9,785	6,598 10,176	3.54 3.70	7,846 9,323		2.85	38

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS																	Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's							
														PROFESSIONALS																
														Days First Year	5th	10th	15th	20th		Days/ Year										
														OTHERS																
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.			Medical	Life						
21.3	10	4	1	1	5			5	8	4	7		Y	10 10	15 15	20 20			Y	15 INDF	A E b F c g d H	T	50	50						25
1.2					4				1				Y	 10					N	N N	d e f h	N	N	N						26
1.3		1						1		2		1	Y	 5	 15				N	N N	N	T	N	N						27
10.3	7	3	1					6	3	2	5	2	Y	20 10	 15	 20			Y	12 264	A E B F C H	T	50	50						28
8.7	4		1	1	1			7	6		1		Y	10 10		15 15	20 20		Y	15 105	A E b F c g d h	N	50	50						29
11.7	9	1			1	1	2	3		8	1		Y	20 10	 15		22 22		N	12 INDF	E F H	T	25	25						30
4.6					1	1		8					Y	 10					N	N N	N	A	N	N						31
13.1	10	2			7	2		3	2				Y	5 5	12 12	15 15	17 17	20 20	Y	15 120	A E b F c g D H	B	25	25						32

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
33. Hanover 10,533	147	12,187 13,308 Y				6,794 8,466			5,983 7,455			3.45 4.30		35
34. Hingham 19,544	77	17,466 21,522 Y		14,524 17,466		11,948 12,533		11,948	8,203 11,363	7,088 8,568	3.48 5.10		2.65	35
35. Holbrook 11,849	134	9,800 13,500 Y P			7,950 9,880	7,950 9,880		8,915	7,950 8,632		2.83 3.60	3.97 4.20	2.65	40
36. Holden 13,629	114	17,705 P		6.55		5.47 6.26			9,748	7,889			2.00	35
37. Holliston 12,921	125	14,569 Y				8,600		7,500	3.77 3.99	3.33 3.62	3.30	3.72	2.65	38
38. Hudson 16,827	95	12,123 13,969 Y		10,812 12,430	9,441 10,867	9,441 10,867		9,441	8,227 9,494		4.84 5.57	9,441 10,867		38
39. Hull 10,572	145	9,657 10,960 P		8,268 9,359				8,268		3.31 3.84		3.20		38
40. Ipswich 11,551	136	13,540 15,379 Y				9,604 10,488		9,604	9,604 10,488	2.30 3.00		8,073 8,833	2.30 3.00	38

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
													PROFESSIONALS													
													Days First Year	5th	10th	15th	20th		Days/ Year						
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	OTHERS								Other Leaves	Overtime	Medical	Life	Municipality
													PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.				
5.2	4	1						5		1			Y	10		15	20		Y	12	A E B F c g d h	A	50	50	33
														10		15	20			120				
22.5	12	4			5	1		2	3	13	1		Y	10	15	20			Y	15	d A E B F c h	B	50	50	34
														10	15	20				N				
7.4	4	2			2			5	1		3	2	Y	10		15	20		Y	15	A E B F c h	B	50	100	35
														10		15	20			75				
10.2	4		1		4	3	1	4	3	1	1		Y	15			20	25	Y	7	F	B	50	50	36
														15			20	25		180				
6.8	3	2			3			6	3	1			Y	5	10	15	20		N		N	N	50	50	37
														5	10	15	20							
10.1	9	2		1	2		1	5			2	2	N	10	15	20		25	N	12	A E B F c g d H	T	50	50	38
														10	15	20		25		90				
7.1	2	1	1		1	2		4	1		2		Y	10	15	20			Y	15	A F B H E	B	50	50	39
														10	15	20				90				
8.1	4	4			2	2	1	3	1			1	Y	20					Y	15	A E b F C g d H	B	50	50	40
														10	15	20				135				

Other Leaves. Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
41. Longmeadow 16,676 / 96	14,482 17,316 Y	9,854 11,856		7,159 9,285			6,612 7,837		2.97 3.47	9,500	2.32	36
42. Ludlow 18,183 / 87	13,001 16,092 Y							3.65 4.48	3.42 4.16	3.24 4.06	3.42	40
43. Lynnfield 12,009 / 133	14,300 Y			8,000 10,500	4.22 5.18	8,000	4.22 5.18	3.69 4.59	3.30 3.86	8,320 10,192	2.10 2.30	35
44. Mansfield 12,447 / 127	14,600 Y	11,435					4.27 5.16	3.10 4.05	2.70 3.00			36
45. Marblehead 21,574 / 72	16,172 19,658 Y	12,251 14,704		11,193 13,418			9,787 11,193	9,787 10,234	8,573 9,787	9,787 11,193	2.50 2.65	40
46. Marshfield 19,450 / 78	13,651 15,354 Y			9,220 12,616		11,217	7,759 8,523	6,231 7,006		3.89 4.37	2.75	38
47. Clift Rodgers	5.13	4.67								2.31		15
48. Medfield 10,031 / 148	4.77 5.95 Y	3.70 4.59		3.69 4.59		8,681	3.12 3.74	2.64 3.24			2.65	30

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION			FRINGE BENEFITS														
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional		Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's		Municipality
														PROFESSIONALS														
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year			Medical	Life	
														OTHERS						Max. Accum.					
12.1	6	1			7			3	8	2	1		Y	10	15	20			Y	15	A E	B	50	50	41
														10	15	20				N	b F c g d h				
7.7	2	1				2	2	5					Y	10	20	30	40		Y	15	A F B h E	T	50	50	42
														10	20	30	40			120					
11.0	4	4			3	7	3	3	3		1		Y	20					Y	12	a F b H E	N	50	50	43
														10	15	20				120					
6.7	2	2			2	2		4	1				Y	10	15	20			Y	15	A F C H E	T	50	50	44
														5	10	15				143					
21.2	12	3		1	4		3	13	9		2		Y	10	15	20			Y	15	C d E F	B	25	25	45
																				150					
11.2	9	2			6			6		1		2	Y	10	15		20		Y	15	A E b F c g d h	B	50	50	46
														10	15		20			120					
.4					1	1			1				Y						N	N	N	N	N	N	47
														5						N					
5.9		1			4	1	1	1	4	7			Y	5	10	15	20		N	N	A E B F c g d h	T	50	50	48
														5	10	15	20			N					

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
49. Middleborough 14,146 / 110	12,534 P			7,085 10,083					2.70 2.98	4.99		37
50. Rock Village												
51. Milford 23,366 / 67	15,000 15,500			7,781								35
52. Millbury 12,121 / 132	10,500 Y P	7,280						2.75		2.38	2.75	40
53. Newburyport 16,341 / 98	15,181 Y		9,355			8,000	7,330 8,904	5,837 7,225	6,046 7,771	7,535 9,323	2.50	35
54. North Adams 18,424 / 84	11,401 Y 13,491 P		8,809 10,622	8,000 9,651			3.85 4.64	6,834 8,344		8,433 10,241	2.65	38
55. North Andover 15,864 / 100	15,648 18,093 Y P	12,261 14,131	11,742 13,519	10,356 11,874		10,356	8,758 10,038	4.10 4.67	7,186	9,445 10,908	2.65 2.90	38
56. N. Attleboro 19,120 / 81	13,728 18,590 Y P			9,285 10,256		9,285	6,926 9,285	3.11 3.75		3.20 3.61	2.65	37

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	5th	10th	15th	20th							
7.3	5						1	8			1		Y	10	15		20		Y	15	A e B F C g d h	B	50	50	49
																				135					50
6.0	6				1					5			N	5	10	15	20		N	15 60	N	N	50	50	51
4.4	2	1			1			4	1		1		Y	5 5	10 10	15 15	20 20		Y	10 70	A E B F c g D H	B	25	50	52
22.6	20	2			1			15		8			N	20 10	15	20			Y	15 150	A E b F c g D h	T	25	100	53
9.8	8	1			3			5		3	3	3	Y	22 16					Y	15 INDF	A F d H E	T	55	100	54
9.9	7	2	1	1	2		1	4	3		2	2	Y	10 10	15 15	20 20			Y	15 INDF	A E B F c g d H	T	35	35	55
8.8	1	2			3	2		2	3	1	2	3	Y	10 10		15 15	20 20		Y	18 90	A E B F c g d h	A	50	50	56

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
57. North Reading 12,125 131	16,272 Y P	10,146 12,100		9,224 11,000				6,588 7,917			2.30	35
58. Northborough 10,563 146	12,615 17,356 Y			6,893 13,385			6,893 9,481	3.31 4.56	3.31 4.56	3.04 4.18	2.65	40
59. Northbridge 12,165 130	12,685 14,926 Y P				3.81 4.40	12,685	3.53 4.24	5,660 6,934		2.70		35
60. Oxford 10,822 142	11,739 13,094 Y P					11,739	7,452 8,462		4,914 5,587	3.25		35
61. Palmer 11,755 135	12,000 Y P			4.41			7,025 7,280	5,969	5,278	3.20 3.45	2.65	35
62. Pembroke 12,374 128	5.55 6.26	4.47 4.89		3.59 4.26	4.33 4.89		3.67 4.53	2.65		4.20 4.98		27
63. Cobb												
64. Reading 23,696 66	15,392 23,088 P	11,596 17,420	10,088 15,184	8,736 13,156			7,644 11,492	6,656 9,984	5,772 8,684	6,656 9,984	2.30 2.65	38

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS															
		Grad.		Bach.									Vacation Leave							Sick Leave					% Insur. pd. by Empl's		
													PROFESSIONALS														
														Days First Year	5th	10th	15th	20th	Days/ Year							
															OTHERS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
10.8	7	1			1		1	1	3	7	2		Y	5 5	15 15	20 20			Y	12 60	a F b H E	T	50	50	57
9.1	4	3				1		5	6				Y	10 10		15 15	20 20		Y	15 120	A E B F	B	50	50	58
7.3	3	1						8		1	1		Y	10 10		20 20			Y	15 90	A E B F c g d h	T	50	50	59
8.9	6	1			1		1	7			1	2	Y	10 10	15 15	20 20			Y	15 120	A E H	N	40	40	60
10.3	7	1			1			9	5		1		Y	20 10	15	20			Y	12 60	A F C H E	T	50	N	61
5.4		1			3	1		6		1			Y	5	10	15	20		Y	12 120	F	T	50	N	62
																									63
20.0	13	5	2		5	3		7	5		3		Y	10	15	20			Y	15 90	d A E b F c h	B	50	50	64

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
65. Rockland 17,028 / 93	Y 13,608 P							5,860 7,269		3.34	2.30	35
66. Saugus 24,716 / 62	14,931 Y	9,570		7,020 9,951	7,594 8,124					9,951	2.00 2.88	38
67. Scituate 17,829 / 89	17,880 19,667 Y		14,544 15,999	10,979 12,077		12,077	4.55 5.01	6,870 7,557	7,546 8,300		2.10	35
68. Seekonk 11,351 / 139	Y 12,450 P	8,078		7,500			3.40 3.57		3.00		2.10	33
69. Sharon 13,592 / 116	17,500 P			9,100 11,908		9,100			7,137 9,477	1.75 4.75	2.65	38
70. Shrewsbury 21,965 / 70	15,290 18,234 Y P	11,236 13,399		8,256 12,269	8,256 9,846		6,625 9,846	8,848 10,101		9,375 10,732	2.35 2.58	38
71. Somerset 19,205 / 80	15,365 Y			10,092 11,493			7,690	5,209 6,339		10,328	2.65	35
72. South Hadley 16,568 / 97	12,163 14,607 Y			7,314 10,163	6,330 7,589	8,467		3.48 4.17	7,314 8,781	3.48 4.17		35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th		Days/ Year					
														OTHERS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
8.9	7	1				1		7	2		1		Y	20 10	15		20		Y	15 90	A B d F	T	50	50	65
11.4	10	2		1	1		2	10		4	1		N	10	15	20			N	15 100	A F C H E	T	50	50	66
14.4	9	2			2	5		4	4	2		2	Y	10 10	15 15		20 20		Y	12 132	A E B F C g D h	B	50	50	67
6.1	3	1	1					6		4	1		Y	5 5	15 15				Y	18	A E b F d g h	A	50	N	68
9.7	6		1	1	3			5	1	9			Y	10	15	20			Y	15 150	B E F H	T	50	50	69
18.0	10	1			4	3		10	6	1	1	6	Y	10 10		15 15	20 20		Y	15 105	A E F h	T	50	50	70
13.4	10	3			2		1	7	2	1		1	Y	20 10				25 25	Y	15 60	A E c F g d H	B	25	25	71
10.3	7	3			2	1		5		1			Y	10		15	20		Y	15 150	A E b F C g d h	T	40	40	72

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty Bb military duty Cc educational Dd maternity Ee bereavement Ff meetings/conferences Gg paternity Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
73. Southbridge 16,910 94	13,416 16,328 Y P		10,025 12,188	9,547 11,606		9,547	7,134 8,652	5,167 7,371	5,167 8,652	7,488 9,110	2.65	38
74. Stoneham 21,504 73	15,392 16,500 Y P	13,203 14,300		9,061 12,058				8,136 9,059	3.00 4.16	10,331 11,190	2.42 2.82	35
75. Sudbury 14,951 105	18,000 Y	10,532 12,693	10,532 12,693	9,001 10,801		9,001	8,020 9,071		8,020 9,071	3.22 3.76	2.65 2.85	35
76. Swampscott 14,329 109	17,152 19,984 Y P			10,824 13,153		10,824	7,674 10,241	3.16 4.00	7,674 10,241	11,727 12,801	2.45 2.55	35
77. Swansea 15,052 104	10,000 Y			3.50	3.90 4.80				2.60 2.90	3.10	2.60	38
78. Tewksbury 24,049 65	9,868 13,119 Y P	8,815 10,588							2.92 4.38	7,703 11,581		38
79. Walpole 18,504 83	15,090 18,108 Y			12,336 14,802	6.10 7.32				3.75	3.75	2.65 2.85	35
80. Wareham 15,078 103												

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave					Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's		Municipality
													PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year				Medical	Life	
														OTHERS						Max. Accum.						
13.9	9	2			4			8	3	4	3	4	Y	10	15	20			Y	12	A E		T	50	50	73
														10	15	20				90	B F g					
																					C d h					
15.9	12	3		1	2	1	1	14			5	5	Y	20					N	15	A		B	40	40	74
														10	15	20				INDF	b E F					
13.4	7	5			8			3	4	1			Y	10		15	20		Y	5	A D		T	25	25	75
														10		15	20			N	B E C F					
12.1	8	3			6	1		4	6		3	3	N	10	15	20			N	15	A F d H		B	50	50	76
														10	15	20				INDF	F					
4.3	1	1	1		1			4	2				Y	10	15	20			Y	18	a		T	50	N	77
														10	15	20				120	c F d g E H					
6.8	3	2						6			2		Y	10	15	20			Y	15			T	50	50	78
														10	15	20				INDF	A B E					
16.6	4	1			7		1	11	12		1		Y	20					Y	15	A		B	50	50	79
														10	15		20			140	E F H					
																										80

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
81. Wayland 13,282 119	15,500 Y P	13,000		11,712 13,213		11,291	8,248 9,283		3.81		2.65	35
82. Webster 14,444 108	10,476 P			7,101 7,956			5,509 6,111	2.25	3.58	8,426		35
83. Westborough 13,954 112	12,220 17,160 Y			9,412 13,364			3.73 4.72	3.49 4.38	3.73 4.72	3.17 3.98	2.44	35
84. Westford 12,951 124	12,000 15,000 Y			9,204 10,627			3.89 4.49	6,240	3.71 4.17	2.53 3.31		38
85. Weston 11,478 137	16,800 Y		9,000 9,500	8,200			7,000		3.00 3.75	4.25	2.30	38
86. Westport 12,636 126	12,000 Y						7,280 8,080	3.74 4.16	2.65	4.19 4.65		35
87. Westwood 14,019 111	16,000 20,215 Y P		12,200 15,584	9,600 12,322	9,600 12,322	12,200	8,529 10,268	7,195 8,663		10,088 11,518	2.60	35
88. Whitman 13,476 117	10,500			6,325				4,550			2.00	40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION			FRINGE BENEFITS																Municipality
		Grad.		Bach.										Vacation Leave							Sick Leave						% Insur. pd. by Empl's		
														PROFESSIONALS																
														Days First Year	5th	10th	15th	20th			Days/ Year								
														OTHERS																
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.	Other Leaves	Overtime	Medical	Life	
11.5	7	5			7	2		3		7	3		Y	20 10	15				Y	12 INDF	A E B F C g d h	T	50	50	81
8.0	6							9			1		Y	10 10	15 15	20 20	25 25		Y	15 120	A B E F	T	25	50	82
11.2	4	2	1		3	2		6	2				Y	10 10		15 15	20 20		Y	12 120	A E B F c g d h	A	50	50	83
14.8	8	1			4	1	4	7	1	1	1		Y	10 10	15 15		20 20		Y	12 90	A E B F c g d h	N	50	50	84
13.4	6	3		1	6	4	3	2	4	1	1		N	20 10	15		20		N	15 210	C E F H	T	50	50	85
5.0	2	1			2		2	2					Y	10 10	15 15		20 20		Y	18 130	A E H	A	50	50	86
15.6	9	4			5		2	7	8	2	4	3	Y	20 10	15	20			Y	15 150	A B E c F d h	T	50	50	87
4.3	4				1		2	3					N	20 5					N		N	T	50	50	88

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP IV (10,000 - 24,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
89. Wilbraham 13,139	120	12,844 16,484	Y			10,348 13,286		10,348		7,800 10,010	5,330 8,294			35
90. Wilmington 17,656	90	17,192 19,669	Y			11,876 13,615		11,876	9,951 11,300	8,366 9,477	2.65		2.30 2.45	35
91. Winchester 22,672	68	16,531 22,315	Y	14,029 18,588	11,687 15,505	10,538 13,982		10,038	8,667 11,430		6,814 10,376	5.27 5.70		35
92. Winthrop 20,359	75	13,815 14,906	Y P			7,740 9,948		8,990		6,633 7,581	7,740 8,685	9,984 10,920	2.65	35
93. Yarmouth 17,427	91	7,577								3.28 3.63				37
94. S. Yarmouth		7,500		2.61						2.85		5.00		35
95. W. Yarmouth		8,681				3.85				3.80		3.65	2.30	38

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS															Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave					Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
													PROFESSIONALS															
														Days First Year	5th	10th	15th	20th		Days/ Year							
FTE	FT	MLS	Other	BLS	Other								OTHERS															
													PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.			Medical	Life			
12.1	7	2			4	1	1	4	6				Y	10 10	15 15		20 20	25 25	Y	12 120	A E F	T	50	100	89			
13.0	9	5					2	5	5				N	10 10	15 15	20 20		25 25	N	15 150	A E B F c g D H	T	25	25	90			
25.6	16	4		5	7		3	12	11				Y	20 10			15 20		Y	15 100	A E B F d H	A	50	50	91			
10.8	7	2			3	1		1	3	6	2	2	N	5 5	15 15		20 20		N	13 135	A E B F c g d H	A	50	50	92			
1.6	1					1				2			Y	20 10					Y		N	A	50	N	93			
2.1	1				1	3				1			Y	10		15			Y	14 120	N	N	50	50	94			
2.3	1				2		1	1		1			Y	10 10					Y	12 120	E F	N	50	100	95			

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

Population Group V
(25,000 - 49,999)

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
1. Andover 26,050 [57]	16,537 20,291 Y	13,087 15,751	12,101 14,291	11,191 13,087	4.89		8,187 9,950	7,273 8,517		4.64 5.31	2.30 2.45	38
2. Attleboro 32,650 [39]	18,008 Y	9,783 10,370		8,850 9,944		7,935	7,935 8,916	6,138 8,329		9,152 9,713	2.65	35
3. Barnstable 26,699 Centerville [55]	8,000 P			3.75								35
4. Cotuit	15,000 S	5.34							4,639			40
5. Hyannis	10,000 15,000 Y			6,000 8,500				3.00 3.30			2.30 3.00	35
6. Marstons Mills	3.85			3.00								30
7. Osterville	10,000 Y			7,500 8,300				6,600		3.25 4.00		35
8. Sturgis	10,000	8,500						3.25		3.00		35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
														Days First Year	5th	10th	15th	20th								
														OTHERS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year Max. Accum.	Other Leaves	Overtime	Medical	Life	Municipality
37.4	25	12			8	4	4	9	24	1			Y	20 10					Y	12 INDF	A E b F c g d h	B	50	50	1
19.6	13	2		1	2	2		7		9	2	6	Y	5 5	10 10	15 15	20 20		Y	15 120	A E F	T	25	25	2
1.6	1									3	1		N	5	10	15			Y		N	N	N	N	3
2.7	2			1		1				1			Y	10 10					Y	14 N	A C E F	A	50	N	4
7.2	3	1			5	1	1	3	1				Y	20 5	10	15			Y	15 INDF	E F	B	0	N	5
1.3	0				2			1					Y	10					Y	5 N	C F	N	N	N	6
5.2	4	1				1	2	4					N	20 10	15	20			N	15 75	A E C F d H	T	0	N	7
3.5	2	1			1			2		1			Y	10 5	15 10				Y	14 N	A E F	T	N	N	8

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
9. Wheldon	5.50 5.97						3.00 3.56			3.00		20
10. Belmont 27,660 50	19,431 25,154 Y	16,555 21,578	11,919 15,362	10,793 15,362	10,198 12,077	10,793	8,269 12,077	7,201 8,575	6,744 7,963	7,080 10,447	2.30	35
11. Beverly 37,382 31	17,767 18,169 Y P	15,621 15,960	14,986 15,281	12,324 12,579	14,986 15,281		9,873 10,467		9,873 10,041	11,928 12,147	2.30 2.90	35
12. Billerica 35,831 34	18,364 19,894 P			10,380 12,366		11,414	5.35	8,236 9,387	3.73		2.65	38
13. Braintree 36,822 32	16,023 18,781 Y P	13,650 15,948		11,646 13,650	11,646 13,650	11,646	9,398 10,829	7,510 9,722	7,771 8,812	10,025 11,668	2.01 2.23	38
14. Chelmsford 31,749 42	15,900 21,942 Y	11,400 15,732	7,800 10,764	7,800 10,764	9,600 13,248		6,000 8,280		6,000 8,280	6,900 12,006	2.65	38
15. Chelsea 25,066 60	14,844 16,405 Y P	10,107 11,668	9,497 10,539	9,323 10,365	9,725 10,767	9,323	8,686 11,610	8,165 9,207	8,802 9,844	10,589 11,631		40
16. Danvers 25,007 61	15,756 21,684 Y P	12,932 16,504	10,618 13,126	8,095 9,806		8,095	3.90 4.71	3.90 4.71	3.61		2.65	40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave					Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's		Municipality
													PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year				Medical	Life	
														OTHERS						Max. Accum.						
1.2	0		1		2					1			N						N	N	N	N	N	N	N	9
																				N						
31.1	22	6	1		7			8		25	1		Y	20					Y	15	A d	B	B	50	50	10
														10	15	20				INDF	B E c F					
29.9	22	5		1	6	1	2	13	5	3	5	13	N	10	15	20			N	20	A d	T	T	25	25	11
														10	15	20				200	B E C F					
10.3	7			1	5		1	5	1		2	3	Y	20					Y	10	N	B	B	50	50	12
														10	15	20				70						
28.0	18	7	2		4		3	17	7		8	2	Y	20					Y	15	A F	B	B	50	100	13
														10	15	20				180	B H E					
22.6	14	3	1		7		5	14	1		1		N	10	15		20		N	12	A F	B	B	50	50	14
														10	15		20			120	d H F					
11.6	11	3			2			6		1	1		N	15		20			N	20	E	N	N	25	50	15
														15		20				120	F					
21.8	13	2	2		11		7	3	10		4		Y	20					Y	15	a E	T	T	50	50	16
														20						250	B F c g d H					

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
17. Dedham 26,924 53	15,000 18,200 Y P			11,048 13,157	12,000 14,000	11,048		9,025 10,381	9,263 10,208	8,026 10,774	2.40 2.85	38
18. Everett 39,713 Parlin 28	13,707 16,973 Y	10,840 13,495		9,896 12,470	9,605 11,720		8,441 10,085			9,605 11,720	2.20 2.70	36
19. Shute	14,826 S	12,083		10,085 12,470		10,375				11,353	2.20 2.50	38
20. Fitchburg 39,070 29	19,359 22,945 Y P	16,586 19,470	12,052 17,308	11,170 13,374		11,170	7,571 11,234	6,263 8,101	6,224 8,886		2.35 2.75	38
21. Gloucester 27,209 52	14,325 16,500 Y P	12,275		9,877 11,056		9,877	9,294 10,796	8,785 10,338	9,664 10,796	10,081 11,368	2.65	36
22. Haverhill 44,399 25	15,000 19,500	11,236 14,042		10,236 12,042			8,740 9,999	7,339 9,094	8,740 9,599	8,876 9,567		40
23. Holyoke 46,790 23	14,174 Y	9,543		8,421 9,020	2.84		6,426 7,734	6,426 6,655	7,550	7,549 8,779	2.30	35
24. Leominster 35,429 36	16,765 19,574 Y P	13,111 15,582		11,882 13,774		11,882	7,558 11,581	6,956 10,689	2.68 3.75	9,023 10,422	2.40 3.00	37

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS																Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated			Vacation Leave							Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
													PROFESSIONALS																
FTE	FT	MLS	Other	BLS	Other						Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	Days/ Year	PT			Medical	Life	
														OTHERS															
													PT	Days First Year	5th	10th	15th	20th	Max. Accum.	PT								
27.4	20	6			2	1	2	13	13		6	1	Y	10	15	20			15	Y	A E	T	50	50	17
														10	15	20			155		B F d h				
17.2	14	4	1	1	3	1		2		12			N	10	15	20			INDF	N	C	T	50	50	18
														10	15	20			INDF		E F				
6.9	7	2		1			1	4	2			3	N	5	15	20			INDF	N	A E	T	50	50	19
														5	15	20			INDF		b F c g d h				
30.3	22	8			4			19		10	9	16	Y	20				25	15	Y	A E	T	25	100	20
														10	15	20		25	150		B F c g d h				
18.1	14	2			4	2		16	2		1	3	Y	10	15	20			18	Y	A E	T	25	25	21
														10	15	20			250		B F C H D				
23.8	20	3	3		2		1	15		4			Y	20					15	Y	E	T	25	50	22
														10	20				15		F				
17.0	14	4			2	1		3	4	3			N	20					15	N	a E	T	50	50	23
														20					90		b F c				
18.1	14	4			2			16			4	7	Y	20				25	15	N	A E	N	25	25	24
														10	15	20		25	INDF		B F c g d h				

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
25. Lexington 32,477 40	14,000 23,780 Y	12,000 20,148	11,952 17,321	10,988 15,914	10,988 15,914	10.988	9,138 13,122	6,468 9,408	8,975 12,117	9,625 13,206	2.30 3.00	37
26. Marlborough 30,249 45	15,484 16,722 Y	9,840 12,295	8,783 10,713	8,783 9,486		8,783	8,783 9,486	3.57	9,475 10,233	10,996 11,876	2.65	35
27. Melrose 32,213 41	15,174 18,239 Y	11,931 13,378		10,458 12,301	5.36 6.31	10,458	8,408 9,963	3.64 4.31		8,486 9,750	2.30 2.42	38
28. Methuen 35,516 35	11,000 12,500 Y		8,004									40
29. Milton 27,214 51	16,260 20,597 Y	13,432 17,063		11,617 14,702	11,617 14,702	11,617	9,401 10,857	3.29 4.82	5.00 5.74			40
30. Natick 31,102 Bacon 44	4.62 Y								2.75 3.70	4.33	2.00	20
31. Morse	17,680 21,580 P	13,988 17,368	13,000 16,380	10,452 16,380	5.25 6.15	13,000	4.10 4.70	4.10 4.70	5.25	13,000 16,380	2.85	40
32. Needham 29,936 46	17,875 20,643	14,381 16,618	13,402 15,455	12,952 14,912	10,799 12,502	12,952	10,082 12,952	8,470 10,438		9,725 12,952	2.20 2.30	38

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS														
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
														PROFESSIONALS												
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	Municipality
														OTHERS						Max. Accum.					
41.7	26	11		1	8		11	8	20	5			Y	20 20					Y	15 120	A B C D E F H	N	25	25	25
14.7	12	1			6		3	4		8		2	Y	10	15	20			Y	15 90	A c d E F h	T	50	1	26
25.7	15	2	1		6	2	1	6		31	2	3	Y	20 20					Y	15 90	A b c d E F h	T	50	50	27
6.4	5	1	1	1	1	1		2					Y	10 10		15 15			Y	10 N	A b c d E F g H	T	N	N	28
26.4	15	6			7		4	10	11			4	Y	20 10	15	20		25 25	Y	15 INDF	A B c d E F g h	T	50	50	29
1.4		1					1	1		2			N						Y	INDF INDF	N	N	N	N	N	30
20.7	12	5		1	5	3		7	7		1		Y	20 10	15	20			N	12 165	E F	T	50	50	31
30.3	25	7	3	1	10	4		4		12			Y	15 15			20 20		Y	15 N	A B E F H	B	50	NA	32

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population / State Rank	SALARY RANGES: Library Director MLS / Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
33. Northampton 27,695 Forbes 49	18,000 Y	15,000		9,400 11,800			6,684 8,384	6,184 7,884	2.65 3.01	9,790 10,561	2.45 2.81	38
34. Lilly	3.51			3.00								25
35. Norwood 31,316 43	16,446 21,341 Y			13,118 16,549		13,118	9,151 11,438	8,569 10,342		10,261 12,537	2.35	35
36. Peabody 45,503 24	17,572 Y P	14,584	9,431 11,240	8,018 9,488	9,431 11,240	8,018			7,786 9,239		2.65 2.75	36
37. Plymouth 26,907 54	15,786 17,584 Y	13,480 15,786		12,137 13,961	12,137 13,961	12,137	9,349 12,390	8,742 9,704		10,067 10,816	2.65	40
38. Randolph 29,206 47	16,704 20,848 Y P			9,482 11,941		10,229	7,961 11,276		4.79 5.74	20,400 23,320	2.30	35
39. Revere 41,292 27	16,461 18,291 Y P			12,151 13,502		12,151	9,208 11,137	8,556 9,507				35
40. Salem 38,545 30	16,463 18,387 Y P		10,501 13,817	8,003 10,817	9,967 11,414		8,003 9,230	3.60 4.45		10,058 12,031	2.20 2.40	35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS													
		Grad.		Bach.									Vacation Leave						Sick Leave					% Insur. pd. by Empl's		
													PROFESSIONALS													
FTE	FT	MLS	Other	BLS	Other	Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Days/ Year	Other Leaves	Overtime	Medical	Life	Municipality
														Days First Year	5th	10th	15th	20th		Max. Accum.				
														OTHERS											
32.1	18	4			5	5	6	17	7			5	N	20 20					N	15 INDF	A E F	N	50	50	33
.9	0					2							Y	10					Y		a e b f c g d h	N	N	N	34
17.8	15	5	1			1		8	10	2			N						N	15 150	A E D F	B	50	NA	35
16.5	12	6			4		4	4	4		7	5	N	10 10	15 15	20 20			N	16 130	a E b F c g d H	N	20	NA	36
21.8	15	6	1		5	1		10	5				Y	10 10	15 15	20 20			Y	15 150	d A E B F C H	B	1	1	37
12.8	7	3			2			2		12	3	1	Y	10 10	15 15		20 20		Y	15 150	A E B f c h	T	50	50	38
9.1	8	2			1			5		3	1	3	N	20 10	15	20			N	15 150	A E b F d h	T	25	50	39
28.9	21	4			7			13		21	5	6	N	15 15		20 20			N	15 180	A E b F c g d H	B	35	35	40

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty
Bb military duty
Cc educational
Dd maternity
Ee bereavement
Ff meetings/conferences
Gg paternity
Hh personal

POPULATION GROUP V (25,000 - 49,999) Municipality 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
41. Stoughton 25,717 — 59	17,333 Y	13,050 14,766	11,962 13,593	11,962 13,593		11,962		8,164 9,472	3.71 4.34	8,164 10,416	2.30	35
42. Taunton 42,148 — 26	17,740 18,990 Y	11,251 12,051		8,684 10,573	7,309 7,709		8,015 8,865	2.30		8,673 9,735		35
43. Wakefield 26,041 — 58	15,203 19,586 Y	11,791 15,103	10,899 13,900	9,368 12,805	9,368 11,791	10,088	7,680 10,900	7,257 8,739	8,177 10,088	3.28 3.46	2.30	38
44. Watertown 36,075 — 33	16,837 20,087 Y P	14,532 17,565	11,583 14,068	10,344 12,828	10,966 13,451	9,805	9,263 12,053	8,018 9,569	9,684 10,371	10,734 11,594	2.27 3.17	37
45. Wellesley 26,593 — 56	19,809 29,713 Y	16,400 24,600	11,484 14,942	11,066 14,050	8,572 10,829	11,066	7,881 10,829	6,734 8,481	8,323 10,234	8,112 11,294	2.50	35
46. W. Springfield 28,249 — 48	13,745 16,345 P			11,201 13,387		11,201	9,783 11,732		6,725 9,030		2.50	38
47. Westfield 32,863 — 38	15.808 17,696 Y P	10,712 12,507	8,330 11,480	8,330 9,670	8,688 10,093	8,330	7,352 8,509	3.15 3.82	3.15	7,663 10,092	2.65 3.15	37
48. Woburn 35,329 — 37	19,189 P	12,889	9,850 11,896	8,850				3.24 3.48		9,522	2.30 2.75	38

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS															Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated			Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
													PROFESSIONALS															
														Days First Year	5th	10th	15th	20th		Days/ Year							
FTE	FT	MLS	Other	BLS	Other						Professional	Subprofessional	PT	OTHERS					PT	Max. Accum.			Medical	Life			
														Days First Year	5th	10th	15th	20th									
15.6	10	5	1		1	1		11	3				Y	10	15	20			Y	16	A E B F d H	B	50	50	41			
														10	15	20				INDF							
17.7	15	2	1		6	1	4	1		6	1		N	10	15	20			N	15	A E B F c g d H	B	50	50	42			
														10	15	20				INDF							
24.6	17	6			8		2	13	6				Y	20					Y	10	A E B F c H	A	25	46	43			
														15		20				120							
42.4	30	13	1	5	7	1		19		16	15	14	Y	20					Y	15	A E b F C g d H	T	50	50	44			
														10						180							
37.3	19	13	1	1	11	5	4	6	26	2			Y	20				25	Y	30	A E b F c g d h	A	50	50	45			
														20				25		INDF							
14.8	11	2		1	3			9	5		3		Y	10	15	20			Y	15	A c B E F	N	25	N	46			
														10	15	20				120							
23.8	18	2			12	3	1	7	5		8		N	5	20				N	15	A E B F c g d h	T	40	100	47			
														5	20					90							
15.5	13				4			5		10	7		Y	20					Y	15	E F	T	50	50	48			
														10	15	20				INDF							

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

Population Group VI
(50,000 - 99,999)

POPULATION GROUP VI (50,000 - 99,999) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
1. Arlington 50,223	22	20,500	Y	14,963 16,988	11,760 15,093	10,101 12,002	11,760 13,397	10,101	8,968 11,134	8,234 10,171	8,234 10,171	10,472 12,079	2.65 3.00	35
2. Brockton 95,688	7	22,463	Y P		10,833 11,771	10,156 11,288	10,156 11,288		8,676 10,642	3.00	8,676 12,663	11,252	2.35 3.00	35
3. Brookline 53,150	21	27,839	Y P	19,300 22,240	15,776 20,516	12,512 15,573		12,512	9,677 10,200	8,065 8,674	10,863 12,621	9,056 14,961	2.30 2.75	37
4. Chicopee 58,431	16	12,002 14,121	S	8,532 10,391		6,445 10,391	6,445 10,391					10,052	2.32	35
5. Framingham 65,564	14	20,126 24,174	Y P	16,247 19,515	14,605 17,544	12,032 14,450	12,649 15,194	12,032	10,334 12,411	8,578 10,303	7,022 7,362		2.30 2.50	38
6. Lawrence 67,515	13	15,270 17,723	Y P	10,831 12,621	10,110 11,801	9,002 10,490	9,558 11,145	9,500	8,590 9,998	8,168 9,505		9,331 10,879	2.20	35
7. Lowell 91,177	9	18,841	Y P		9,625 10,526	9,625 10,526		9,625	9,625 10,526	9,625 10,935	3.00 4.00	9,625 11,957		35
8. Lynn 80,240	12	23,499	Y	12,752 15,352	10,452 13,852	10,952 14,352	10,952 14,352	11,252	9,668 10,731	9,168 10,231		9,627 10,192	2.30	35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS															Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
													PROFESSIONALS															
														Days First Year	5th	10th	15th	20th		Days/ Year							
															OTHERS													
FTE	FT	MLS	Other	BLS	Other								PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.			Medical	Life		
50.3	33	19	1		4	2	8	10	24	2			Y	20 15		20			Y	15 INDF	A E B F d H	B	25	50	1	
56.0	32	8			3			21	40		8		Y	10 10	20 20	25 25			N	15 N	A E c F d	B	NA	50	2	
70.0	60	22	1	2	10	3	11	14	10	7	26	21	Y	20 10	15	20			Y	15 INDF	A E B F C H d	B	25	25	3	
30.3	29	1			2	1		23	3	3		24	Y	10	15	20			Y	10 120	A g d H E F	B	50	50	4	
70.9	59	14	2		20	1		32	18		1	2	Y	20 10		15	20		Y	15 N	A E b F c g d h	B	50	50	5	
58.2	54	2	7		13	6	8	25	8		1		Y	15 15			20 20		N	15 180	A E B F c g d H	B	25	50	6	
43.2	37	2			1	2	6	31	3	1	2	8	N	10 10	15 15	20 20			Y	15 185	A E b F c g d h	A	20	25	7	
54.6	41	5	1		11		6	24	32	3	3		Y	20 10	15	20		25 25	Y	15 INDF	A E C F d H	B	25	25	8	

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

POPULATION GROUP VI (50,000 - 99,999) Municipality / 1975 Population / State Rank	SALARY RANGES											Work Week (in hours)
	Library Director MLS / Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	
9. Malden 55,814 19	19,768 Y P	16,599	12,725 13,697	11,500 12,725	8,840 9,735		8,730 9,681	7,888 8,724		10,557	1.00 3.00	38
10. Medford 60,702 15	20,073 23,115 Y	14,607 17,787	11,540 14,042	10,260 12,979		10,669	7,790 11,097			11,053 13,386	2.65	35
11. Newton 89,183 10	23,678 Y	18,827 21,263	15,094 17,220	11,697 13,395	10,013 13,395	11,697	7,446 10,751	3.00	7,446 11,242	10,402 13,418	2.30	38
12. Pittsfield 55,299 20	15,267 16,745 P	12,312 13,790	10,465 11,943	8,495 10,835	9,450 10,835	8,495	7,326 8,495		6,567 7,603	7,322 8,803	2.67 3.16	35
13. Quincy 91,487 8	22,262 Y P	17,223	13,547 16,757	10,552 15,152	10,212 14,751	12,343	9,687 13,454	8,823 11,908	13,023 13,932	11,180 11,752	2.49 3.40	35
14. Somerville 80,596 11	18,837 21,736	13,714 15,019	12,210 12,911	11,364 12,911	12,210 12,911	9,519	10,518 10,902	9,519 10,133			2.68 3.21	35
15. Waltham 56,757 18	21,647 25,957 Y	14,784 17,726		12,521 15,012	12,521 15,012	12,521	9,653 11,576	7,920 9,499	11,388 13,654	10,518 13,654	2.20	35
16. Weymouth 56,854 17	17,422 21,187 Y	14,060 16,600	11,562 14,627	8,785 12,027	10,280 13,514	9,146	8,785 11,120	7,205 8,785	9,146 10,693	7,149 12,024	2.52 2.73	35

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS															Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated			Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's					
														PROFESSIONALS														
														Days First Year	5th	10th	15th	20th		Days/ Year							
														OTHERS														
FTE	FT	MLS	Other	BLS	Other						Professional	Subprofessional	PT	Days First Year	5th	10th	15th	20th	PT	Max. Accum.			Medical	Life		
29.5	24	9	1		5		1	37			10	8	N	15 15	20	20			N	15 135	A E B F C d	T	25	25	9	
31.9	27	10		1	4	1		10	1	12			Y	20 20					Y	21 INDF	A E B F c g d h	N	40	50	10	
93.5	73	28	32		18	1	1	10	26				Y	20 10	15		20		Y	15 INDF	A E b F c H d	T	20	50	11	
42.6	27	9	2	3	12	3	14	9	7	4	12	8	N	20 10	15	20		25 25	N	15 N	A h C E F	T	50	50	12	
78.5	52	14	2	4	9	3	9	34	16	10			Y	20 10	15	20		25 25	Y	18 INDF	A E B F C d	B	25	25	13	
59.0	49	11			5			9	7	36	5	16	N	20 20				25 25	N	25 INDF	A F d E	A	1	1	14	
32.8	29	7		2	4		1	19	8			14	N	10 10	15 15	20 20		25 25	N	INDF INDF	A E B F c g d h	T	25	25	15	
34.2	26	9	1		6			17	13	2			Y	20 20				25 25	Y	15 155	A F C h D E	T	50	50	16	

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

Population Group VII
(100,000 +)

POPULATION GROUP VII (100,000 +) Municipality 1975 Population	State Rank	SALARY RANGES: Library Director MLS	Library Director Cert	Assistant Director	Senior Librarian	Staff Librarian	Branch Librarian	Beginning Salary (MLS)	Library Associate/ Senior Library Technician	Library Technician	Clerical Staff	Custodial Staff	Pages	Work Week (in hours)
1. Boston 637,986	1	35,000 Y		22,450 28,250	15,641 22,150	11,452 16,210	15,641 19,643	11,452	8,811 11,056	7,525 14,106	7,485 15,948	7,269 13,727	2.65	35
2. Cambridge 102,095	4	28,043 31,115 Y P		21,378 23,112	16,836 18,675	11,400 14,999	11,400 14,999	11,400	9,817 11,290	8,686 9,484	8,720 10,615	10,530 13,584	2.44 3.00	38
3. Fall River 100,339	6	17,500 Y		12,714	10,533 11,573	7,418 10,637	8,245 11,573	8,245	8,661 9,649		8,245 9,129	8,557 12,168	2.65	35
4. New Bedford 100,345	5	15,500 17,500 Y			10,500 12,705	8,350 11,500	8,350 10,500	8,500	8,350 8,770	8,112 8,404	7,290 8,021	8,167 8,532	2.10	35
5. Springfield 168,785	3													
6. Worcester 172,342	2	23,939 27,779 Y P		17,824 20,620	14,860 18,492	12,898 15,423		12,898	10,834 13,357	8,849 11,646	6,804 8,849	8,515 12,042	2.40	40

Number of Empl's		EDUCATIONAL LEVELS									CERTIFICATION		FRINGE BENEFITS																	Municipality
		Grad.		Bach.		Associates	College Student	HS Graduate	HS Student	Not Indicated	Professional	Subprofessional	Vacation Leave						Sick Leave		Other Leaves	Overtime	% Insur. pd. by Empl's							
													PROFESSIONALS																	
														Days First Year	5th	10th	15th	20th		Days/ Year									
FTE	FT	MLS	Other	BLS	Other								PT	OTHERS					PT	Max. Accum.			Medical	Life					
														Days First Year	5th	10th	15th	20th											
534	534	153								381			Y	20				25	Y	15	A E B F c H d	B	25	NA	1				
														10	15	20		25		250									
78.1	60	21	1	1	16	1	11	32	14		11	6	Y	20				25	Y	15	A F b H d E	B	1	25	2				
														20				25		240									
36.9	33	8	2		3	3		13		17	7	10	Y	10	15	20		25	Y	18	A E b F c g d h	B	25	25	3				
														10	15	20		25		INDF									
65.8	57	7	1		3	2	5	43	3	11	4	17	Y	20					Y	15	A E B F c H d	T	50	50	4				
														10	15	20				120									
																									5				
163.	130	34						86	48	25	34	71	Y	20					Y	15	A E B F C H D	B	35	50	6				
														10	15		20			150									

Other Leaves: Upper case--leave is paid; lower case--provided but unpaid.

Aa jury duty	Cc educational	Ee bereavement	Gg paternity
Bb military duty	Dd maternity	Ff meetings/conferences	Hh personal

Section Two: Summary Tables A- C

SUMMARY TABLE A HIGH MAXIMUM, AVERAGE MAXIMUM, AND LOW MAXIMUM SALARIES FOR SELECTED POSITIONS BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

This summary table shows maximum salaries paid by reporting libraries arranged by population group and regional affiliation for a group of selected positions, corresponding to those shown in the reports of individual libraries. In most cases, three salaries are displayed in each block. The largest of these is the highest maximum salary reported for that position by libraries in that population group and region. The smallest is the lowest maximum salary reported. The third figure is a computed average of all reported maximum salaries. Where less than three salaries appear, only one or two libraries in that population group and region reported salaries for that position. In these cases, an average maximum was not computed.

Where libraries reported only a single salary instead of a salary range, that salary was included in the data as a maximum. For population groups I and II, salaries shown are hourly; all other salaries are on an annual basis. Of course, the listings for Beginning Salary (MLS) are not maximums as such, but the high and low beginning salaries as reported by respondents and a computed average beginning salary.

A - HIGH MAXIMUM, AVERAGE MAXIMUM, AND LOW MAXIMUM SALARIES FOR SELECTED POSITIONS, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

Selected Positions	Population Groups I & II 0 - 4,999				Population Group III 5,000 - 9,999				Population Group IV 10,000 - 24,999			
	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group
	Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
Library Director (MLS)	6.67 5.85 5.22	5.01 4.47 3.37		6.67 5.16 3.37	13,600	17,117 13,122 11,233	10,118	17,117 12,928 10,118	18,234 14,794 10,500	22,315 16,003 8,900	18,434 15,615 12,000	22,315 15,769 8,900
Library Director (Total)	7.09 4.09 2.60	6.10 4.23 2.69	4.40 3.01 2.00	7.09 3.57 2.00	14,659 10,293 5,391	17,117 11,928 4,300	13,340 10,583 7,790	17,117 11,258 4,300	18,234 14,729 10,476	23,088 15,466 7,500	18,434 15,034 12,000	23,088 15,271 7,500
Assistant Director	3.81 2.89 2.07	4.70 3.51 2.36	3.55 2.93 2.00	4.70 3.10 2.00	9,805 8,902 8,000	12,600 9,975 8,496	6,643	12,600 9,477 6,643	13,399 11,204 7,280	18,588 12,742 8,078	13,988 11,857 10,566	18,588 12,327 7,280
Senior Librarian						13,000		13,000	12,188 11,527 10,867	15,999 12,621 8,269	10,622	15,999 12,322 8,269
Staff Librarian	4.13 3.18 2.20	4.17 3.64 2.80	3.78 2.87 2.50	4.17 3.26 2.20	10,582 7,543 3,630	11,977 10,081 8,554	6,224 6,160 6,097	11,977 8,306 3,630	13,385 10,685 7,781	14,802 11,225 6,325	13,286 10,768 8,923	14,802 11,078 6,325
Branch Librarian						14,203		14,203	9,846	13,344 10,954 8,124	7,878 7,733 7,589	13,344 10,010 7,589
Beginning Salary (MLS)					11,195 8,474 7,40-	11,500 9,248 6,638	8,309 7,794 7,280	11,500 8,848 6,638	12,685 10,485 9,000	12,703 9,948 7,500	12,670 10,052 8,467	12,703 10,039 7,500
Library Associate/ Senior Library Technician						11,977 9,189 7,748		11,977 9,189 7,948	9,846 8,926 6,111	12,048 9,646 6,333	10,176 8,721 7,280	12,048 9,347 6,111
Library Technician	3.48 2.68 2.30	4.53 3.39 2.65	3.55 2.74 2.10	4.53 3.06 2.10	6,006	9,201	6,750	9,201 7,319 6,006	10,101 8,145 6,934	10,234 7,852 4,550	10,010 7,932 5,969	10,234 7,917 4,550

HIGH MAXIMUM, AVERAGE MAXIMUM, AND LOW MAXIMUM SALARIES FOR SELECTED POSITIONS, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

Population Group V 25,000 - 49,999				Population Group VI 50,000 - 99,999				Population Group VII 100,000 +				Regional Summary (full-time employees) Pop. Groups III - VII			State Summary
Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group				
Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
22,945	29,713	18,000	29,713		27,839		27,839		35,000		35,000	27,779	35,000	18,434	35,000
21,259	18,919	16,623	18,854	-	22,385		22,385	27,779	25,278		25,778	16,559	17,666	15,409	17,338
19,574	10,000	14,174	10,000		17,723		17,723		17,500		17,500	10,500	8,900	10,118	8,900
22,945	29,713	18,000	29,713		27,839	16,745	27,839		35,000		35,000	27,779	35,000	18,434	35,000
21,259	18,350	16,553	18,319	-	22,338	15,433	21,475	27,779	25,278		25,778	14,217	16,750	13,929	15,988
19,574	8,000	14,174	8,000		17,723	14,121	14,121		17,500		17,500	5,391	4,300	7,790	4,300
19,470	24,600	15,000	24,600		22,240	13,790	22,240		28,250		28,250	20,620	28,250	15,000	28,250
17,526	15,115	12,350	15,006	-	17,411	12,090	16,651	20,620	21,358		21,174	12,791	14,438	11,584	13,893
15,582	8,500	9,543	8,500		12,621	10,391	10,391		12,714		12,714	7,280	8,078	6,643	6,643
	17,321		17,321		20,516		20,516		22,150		22,150	18,492	22,150	11,943	22,150
17,308	13,371	11,480	13,474	- -	14,642	11,943	14,450	18,492	16,275		16,719	14,713	13,786	11,348	13,720
	8,004		8,004		10,526		10,526		11,573		11,573	10,867	8,004	10,622	8,004
13,774	16,549	13,387	16,549		15,573	10,835	15,573		16,210		16,210	15,423	16,549	13,387	16,549
13,574	12,339	10,969	12,264	-	13,063	10,613	12,756	15,423	13,336		13,753	10,222	11,888	10,255	11,460
13,374	8,300	9,020	8,300		10,490	10,391	10,391		10,637		10,637	3,630	6,325	6,097	3,630
	15,914		15,914		15,194	10,835	15,194		19,643		19,643		19,643	10,835	19,643
	12,603	10,093	12,463	-	13,154	10,613	12,763		14,178		14,178	9,846	12,753	9,357	12,301
	7,709		7,709		9,735	10,391	9,735		10,500		10,500		7,709	7,589	7,589
11,882	13,118	11,201	13,118		12,521		12,521		11,452		12,898	12,898	13,118	12,670	13,118
11,526	10,703	9,765	10,695	-	10,909	8,495	10,724	12,898	9,899		10,499	10,212	10,241	9,448	10,153
11,170	7,935	8,330	7,935		9,146		8,495		8,245		8,245	7,404	6,638	7,280	6,638
11,581	13,122	11,732	13,122		13,454		13,454		11,290		13,357	13,357	13,454	11,732	13,454
11,407	10,712	9,089	10,542	-	11,015	8,495	10,847	13,357	10,191		10,824	9,780	10,258	8,825	10,024
11,234	8,280	7,734	7,734		9,681		8,495		8,770		8,770	6,111	6,333	7,280	6,111
10,689	10,438	7,884	10,689		11,908		11,908		14,106		14,106	11,646	14,106	10,010	14,106
9,395	9,253	7,269	9,093	-	9,897		9,897	11,646	10,664		10,910	8,531	8,903	7,619	8,714
8,101	6,600	6,655	6,600		8,674		8,674		8,404		8,404	6,006	4,550	5,969	4,550

SUMMARY TABLE B DISTRIBUTION OF EDUCATIONAL LEVELS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

This table displays two types of information. For each population group and region, the upper section shows the number of libraries that employ a Director holding the MLS degree, and the distribution of libraries employing one or more persons with MLS degrees. The lower section shows the distribution of library employees, both full-time and part-time, by educational levels. Also shown is the number of library employees, in full-time equivalents, by region and population group. The figures for Bachelor degree holders include employees with Master degrees other than the MLS as well as employees with the BLS and other Bachelor degrees. Employees identified as college students by reporting libraries are displayed with high school graduates.

128

B - DISTRIBUTION OF EDUCATIONAL LEVELS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

	Population Groups I & II 0 - 4,999				Population Group III 5,000 - 9,999				Population Group IV 10,000 - 24,999			
	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group
	Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
A. Number of libraries: in data	30	34	55	119	16	37	12	65	16	62	12	90
with Director holding MLS	5	12	1	18	2	11	1	14	10	49	8	67
(% of A)	(17)	(35)	(2)	(15)	(12)	(29)	(8)	(21)	(62)	(79)	(66)	(74)
with one or more MLS degree holders	7	14	1	22	3	12	2	17	10	52	10	72
(% of A)	(23)	(41)	(2)	(18)	(18)	(32)	(16)	(26)	(62)	(83)	(83)	(80)
B. Number of employees: FT and PT in data	125	172	132	429	119	276	64	459	207	1025	195	1427
in FTE's	46.5	86.4	38.3	171.2	64.6	143.9	34.4	242.9	147.4	656.9	138.3	942.6
with MLS degree	7	17	1	25	3	23	3	29	15	143	18	176
(% of B)	(6)	(10)	(1)	(6)	(2)	(8)	(4)	(6)	(7)	(13)	(9)	(12)
with Bachelor degree	30	40	37	107	27	66	9	102	35	201	51	287
(% of B)	(24)	(23)	(28)	(25)	(22)	(23)	(14)	(22)	(16)	(19)	(26)	(20)
with Associate degree	13	12	10	35	10	16	2	28	13	48	11	72
(% of B)	(10)	(7)	(8)	(8)	(8)	(5)	(3)	(6)	(6)	(4)	(5)	(5)
with high school diploma	43	61	58	162	60	110	31	201	89	376	71	536
(% of B)	(34)	(35)	(44)	(38)	(50)	(39)	(48)	(43)	(42)	(36)	(36)	(37)

DISTRIBUTION OF EDUCATIONAL LEVELS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

Population Group V 25,000 - 49,999				Population Group VI 50,000 - 99,999				Population Group VII 100,000 - +				Regional Summary Population Groups I - VII			State Summary
Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group				
Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
2	41	5	48		14	2	16	1	4		5	65	192	86	343
2	30	3	35		13	0	13	1	4		5	20	119	13	152
(100)	(73)	(60)	(72)		(92)	(0)	(81)	(100)	(100)		(100)	(30)	(61)	(15)	(44)
2	35	4	41		14	2	16	1	4		5	23	131	19	173
(100)	(85)	(80)	(85)		(100)	(100)	(100)	(100)	(100)		(100)	(35)	(68)	(22)	(50)
63	1095	115	1273		972	96	1068	193	752		945	707	4292	602	5601
48.4	755.7	88.6	892.7		762.6	72.9	835.5	163.1	714.8		877.9	470.0	3120.3	372.5	3962.8
12 (19)	159 (14)	12 (10)	183 (14)		160 (16)	10 (10)	170 (15)	34 (17)	189 (25)		223 (23)	71 (10)	691 (16)	44 (7)	806 (14)
6	210	23	239		170	19	189	0	27		27	98	714	139	951
(9)	(19)	(20)	(18)		(17)	(19)	(17)	(0)	(3)		(2)	(13)	(16)	(23)	(16)
0	34	11	45		19	4	23	0	6		6	36	135	38	209
(0)	(3)	(9)	(3)		(1)	(4)	(2)	(0)	(0)		(0)	(5)	(3)	(6)	(3)
35	344	43	422		344	46	390	86	104		190	313	1339	249	1901
(55)	(31)	(37)	(33)		(35)	(47)	(36)	(44)	(13)		(20)	(44)	(31)	(41)	(33)

SUMMARY TABLE C FRINGE BENEFITS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

Figures shown in this table are of two types. For Vacation Leave the table shows the mode, or most frequently occurring, annual vacation allowance in days, for each of the incremental years displayed for professional and other employees as reported by libraries in each population group and region. Where two figures appear the category is bi-modal; that is, both annual allowances occur with equal frequency. In population groups I and II "0" vacation days are frequently reported because a majority of libraries employ only part-time workers.

For all other benefits the table shows the percentages of libraries in the data (the number of libraries in each population group and region responding to the question) that grant the specific benefit in the manner indicated.

Sick Leave

Percentages shown are of libraries in the data reporting 12 or 15 annual sick leave days, or no benefit. Where the total is less than 100%, the remainder is the percentage of libraries that provide sick leave allowances of other than 12 or 15 days annually.

Other Leaves

The percentage of libraries that provide paid time off for each type of leave is indicated here. Percentages shown may total more than 100% due to multiple responses.

Overtime

For this benefit, the percentage of libraries that compensate for overtime by additional pay (A), time-off (T) or in both ways (B), is shown. Where the percentages total less than 100%, the remainder is the percentage of libraries that do not provide special compensation for overtime.

Medical Insurance/Life Insurance

For these benefits the display shows the percentage of libraries in which employees contribute more than 50%, 50%, less than 50%, or in which there is no benefit. Where the percentages of libraries that grant the benefit but did not indicate the contribution required of employees.

C - FRINGE BENEFITS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

Fringe Benefits		Population Groups I & II 0 - 4,999				Population Group III 5,000 - 9,999				Population Group IV 10,000 - 24,999			
		Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group
		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	
mode	Professional 1st	0-10	10	0	0	0-10	10	5	10	10	10	10	10
	Professional 5th	0	0-10	0	0	0-10	10	10	10	10	15	15	15
	Professional 10th	0	0	0	0	15	20	15	15	15	20	20	20
	Professional 15th	0	0	0	0	20	20	20	20	20	20	20	20
	VACATION LEAVE 20th	0	0	0	0	20	20	20	20	20	20	20	20
	Other 1st	0	0	0	0	0-10	0	0	0	10	10	10	10
	Other 5th	0	0	0	0	10	0	0	0	10	15	15	15
	Other 10th	0	0	0	0	15	0	0-15	0	15	15	20	15
	Other 15th	0	0	0	0	0-15	0	0	0	20	20	20	20
	Other 20th	0	0	0	0	20	0	0	0	20	20	20	20
Percentage of Reporting Libraries in Data	SICK LEAVE 12	7	21	0	8	6	24	0	15	25	19	25	21
	SICK LEAVE 15	3	15	2	6	19	19	33	22	56	53	75	57
	SICK LEAVE None	30	24	69	46	19	19	0	15	6	6	0	6
	OTHER LEAVES Jury Duty	20	41	15	24	31	43	50	42	63	73	100	74
	OTHER LEAVES Military	10	21	0	8	19	8	33	15	50	40	33	41
	OTHER LEAVES Educational	17	18	7	13	19	5	8	9	6	18	25	17
	OTHER LEAVES Maternity	3	6	2	3	0	5	0	3	6	8	17	9
	OTHER LEAVES Bereavement	30	47	16	29	44	65	83	63	63	77	92	77
	OTHER LEAVES Meetings/Conferences	47	62	25	41	56	68	50	62	75	82	100	83
	OTHER LEAVES Paternity	0	3	0	1	0	3	0	2	0	0	0	0
	OTHER LEAVES Personal	7	24	9	13	19	19	50	25	25	37	50	37
	OTHER LEAVES None	40	26	67	49	44	27	8	28	13	11	0	10
	OVERTIME A	37	9	22	22	19	11	17	14	13	13	0	11
	OVERTIME T	7	21	0	8	19	22	17	20	56	39	67	46
	OVERTIME B	0	1	0	4	13	8	17	11	19	27	25	26
	MEDICAL INSURANCE 50% +	7	3	2	3	19	5	0	8	0	0	8	1
	MEDICAL INSURANCE 50%	43	65	11	34	38	54	33	46	63	76	58	71
	MEDICAL INSURANCE 50% -	10	9	7	8	25	8	42	18	31	18	33	22
	MEDICAL INSURANCE No Benefit	40	24	76	52	19	32	25	28	6	6	0	6
	LIFE INSURANCE 50% +	7	3	2	3	13	5	0	6	0	5	17	6
	LIFE INSURANCE 50%	33	44	11	26	38	49	25	42	75	69	33	66
	LIFE INSURANCE 50% -	7	3	5	5	25	5	33	15	19	11	33	16
	LIFE INSURANCE No Benefit	53	47	82	65	25	41	42	37	6	15	8	12

FRINGE BENEFITS FOR EMPLOYEES OF REPORTING LIBRARIES, BY POPULATION GROUP AND REGIONAL AFFILIATION, 1978

Population Group V 25,000 - 49,999				Population Group VI 50,000 - 99,999				Population Group VII 100,000 +				Regional Summary Population Groups I - VII			
Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group	Regional Affiliation			Pop. Group				
Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western		Central	Eastern	Western	State Summary
20	20	20	20		20	10-20	20	20	20		20	10	10	0	10
20	20	20	20		20	15-20	20	20	20		20	10	15	0	15
20	20	20	20	-	20	20	20	20	20		20	15	20	0	20
20	20	20	20		20	20	20	20	20		20	20	20	0	20
25	20	20	20		20	20-25	20	20	25		25	20	20	0	20
10	10	20	10		10	0-10	10	10	10		10	10	10	0	10
15	15	20	15		15	0-15	15	15	15		15	0	15	0	15
20	20	20	20	-	20	0-20	20	15	20		20	0-15	20	0	20
20	20	20	20		20	0-20	20	20	20		20	0	20	0	20
25	20	20	20		20	0-25	20	20	25		25	0	20	0	20
0	7	0	6		0	0	0	0	0		0	11	16	4	12
100	51	80	56	-	71	50	69	100	75		80	25	41	22	33
0	2	0	2		0	0	0	0	0		0	20	10	44	21
100	68	60	69		100	100	100	100	100		100	37	63	36	51
100	34	40	38		50	0	44	100	50		60	26	30	12	25
0	22	0	19		36	50	38	0	0		0	14	17	10	15
100	7	0	6		7	0	6	0	0		0	3	7	3	5
100	88	80	89	-	100	100	100	100	100		100	45	74	42	60
100	88	80	89		100	100	100	100	100		100	58	79	44	66
0	0	0	0		0	0	0	0	0		0	0	1	0	1
0	37	0	31		36	50	38	100	75		80	15	32	21	26
0	10	20	10		0	0	0	0	0		0	32	16	45	26
0	7	0	6		14	0	13	0	0		0	25	10	16	15
50	46	40	46		29	50	31	0	25		20	23	33	15	26
0	29	0	25	-	50	50	50	100	75		80	9	24	7	17
0	0	0	0		0	0	0	0	0		0	8	2	2	3
0	54	40	50		14	100	25	0	25		20	45	59	24	48
100	32	40	35	-	79	0	69	100	75		80	23	23	17	22
0	15	20	15		0	0	0	0	0		0	25	16	53	27
50	2	20	6		0	0	0	0	0		0	8	4	5	5
0	49	40	46		50	100	56	100	25		40	45	54	20	44
50	20	0	19	-	50	0	44	0	50		40	15	14	13	14
0	24	40	25		0	0	0	0	0		0	32	26	61	36

Section Three: Public Library Personnel Report Questionnaires

INSTRUCTIONS - 1978 PUBLIC LIBRARY PERSONNEL REPORT QUESTIONNAIRE FOR MUNICIPALITIES UNDER 5,000 POPULATION

PAGE ONE:
No instructions

PAGE TWO:
List each individual staff member by job title in the appropriate position category; include CETA employees. When placing job titles in the appropriate categories, consider the actual tasks performed and duties and responsibilities of the position as well as the job title. When a job title does not accurately reflect the position's duties, place the job in the appropriate position category on the basis of the duties actually performed. Please consult the category descriptions below before placing job titles.

Library Director: Include here job titles such as Head Librarian or Librarian.

Assistant Director: The position listed here functions in a responsible way as assistant to the administrative head. Include Assistant Librarian here.

Staff Librarians: Typical job titles are Reference Librarian and Children's Librarian. Positions may require experience, or be at the entry level. They characteristically include supervisory responsibility for sub-professional or clerical staff.

Library Technicians: Persons in this category perform circulation, processing, or public service duties, as opposed to, or in addition to, clerical work. The minimum educational qualification is high school graduation.

Clerical Staff: Include here job titles such as clerical assistant, library aide, clerk-typist, or secretary, if they can be distinguished from the Library Technician category.

Current Salary: Show the current salary in effect for each individual on July 1, 1978. Report salaries on an annual basis for individuals who work 32 or more hours in a typical week, and on an hourly basis for those who work less than 32 hours.

Work Week: Enter the number of hours each individual works in a typical week.

Educational Information: Check the single highest educational or degree level attained by each individual. Similarly, under Certification, check if the individual holds a certificate of professional or sub-professional librarianship issued by the Board of Library Commissioners.

PAGE THREE
Please provide the information requested. If you have any questions, call Donald Buckholtz at 1-800-952-7403 or 267-9400.

REGION_____ 1975 POPULATION_____ LIBRARY_____ MUNICIPALITY_____

Massachusetts Board of Library Commissioners

648 Beacon Street, Boston, Massachusetts 02215 617-267-9400 1-800-952-7403

Public Library Personnel Report Questionnaire 1978

FOR MUNICIPALITIES UNDER 5,000 POPULATION

ANNUAL REPORT STATEMENT:

The Board of Library Commissioners has determined that the information requested on the Public Library Personnel Report Questionnaire, 1978 - For Municipalities Under 5,000 Population is annual report data necessary to set up, and to evaluate, minimum standards of free public library service under Section 19B and municipal support standards under Section 19A. MGL Ch 78, sec 19A; St. 1970 c. 636 s. 1,2. MGL Ch 78, sec 19B. This statement is required by section 2.4 of the MBLC regulation relating to Submission of Annual Report Data by Public Libraries of Massachusetts, December, 1977. By section 3.2 of this regulation, filing annual report data in accordance with designations by the Board as to times and methods is a condition of eligibility for the State Aid authorized in Chapter 78, Section 19A.

INTRODUCTION:

Information gathered by this questionnaire will be published in the Data for Massachusetts 1978. Public Library Personnel Report. When completing the form, report the library salary and staffing structure in effect on July 1, 1978. If salaries are determined on a fiscal year basis, figures reported should be for FY79. If for any reason a local situation exists that makes it impossible to report information in the format presented, please attach a note that explains the situation. The Planning and Research staff will contact you to resolve the problem. One completed copy of this questionnaire should be returned no later than August 1, 1978.

NAME OF PERSON COMPLETING THIS QUESTIONNAIRE: SIGNATURE: DATE:

_____ _____ _____

If you have any questions, please call the Planning and Research staff at 1-800-952-7403 or 267-9400.

237

236

POSITIONS	Current Salary	Work Week	EDUCATIONAL INFORMATION								Certification	
			Masters of Library Science	Another Masters Degree	Bachelors of Library Science	Another Bachelors Degree	Associates Degree	College Student	H.S. Diploma	H.S. Student	Professional	Sub-Professional
Library Director												
Assistant Director												
Staff Librarian(s)												
Library Technician(s)												
Clerical Staff												
Custodial Staff												
Pages												

1. Vacation Leave

Does the library have employees who work 32 or more hours in a typical week and receive paid vacation leave?

Yes ____ a. Indicate on the adjacent chart the amount of vacation leave, in days, earned at the end of the 1st year, 5th, 10th, 15th, and 20th, or the next closest incremental year.

	1st	5th	10th	15th	20th
professionals					
other					

b. Do employees who work less than 32 hours in a typical week receive paid vacation leave? ___No ___Yes Must employees work a minimum number of hours in a typical week to qualify for vacation leave? ___No ___Yes How many hours?_____

No _____ Complete question b above. If applicable, indicate the vacation leave earned in the chart provided.

2. Sick Leave

Does the library have employees who work 32 or more hours in a typical week and receive paid sick leave?

Yes ____ a. Indicate on the adjacent chart the number of sick days earned per year and the number of days which may be cumulated from year to year.

Sick Leave	
Days/Year	Max. Accum.

b. Do employees who work less than 32 hours in a typical week receive paid sick leave? ___No ___Yes Must employees work a minimum number of hours in a typical week to qualify for paid sick leave? ___No ___Yes How many hours?_____

No _____ Complete question b above. If applicable indicate the sick leave earned in the chart provided.

3. Other Leaves

For each leave, check "paid" if employees may be absent from work and still be compensated as if working. Check "unpaid" if employees are excused from work, but not compensated. Leave blank if the library has no policy.

	Paid	Unpaid
jury duty leave		
military duty leave		
educational leave		

	Paid	Unpaid
maternity leave		
bereavement leave		
meetings/conferences		

	Paid	Unpaid
paternity leave		
personal leave		

4. Overtime

Are employees compensated for overtime? ___No ___Yes If yes: Circle one. Time Off Additional Pay Both

5. Insurance Benefits

a. Is medical insurance available to employees? ___No ___Yes What is the percentage paid by employees? _____%

b. Is group life insurance available to employees? ___No ___Yes What is the percentage paid by employees?_____%

6. Salary Bonuses

a. Do employees receive permanent salary bonuses on the basis of formal educational accomplishments? ___No ___Yes

b. Do employees receive permanent salary bonuses on the basis of longevity? ___No ___Yes

7. Personnel Policies

Check each of the following areas of personnel administration for which the library has developed a written policy or procedure statement endorsed by the Board of Trustees.

__Recruitment and Selection
__Compensation
__Personnel Files (access to, privacy of)
__Probationary period
__Orientation
__Employee Development
__Employee Conduct
__Political Activity
__Grievances
__Performance Evaluation
__Promotion
__Discipline
__Dismissal
__Resignations
__Reduction in Force (Lay-Off Procedur

PAGE ONE: No instructions

PAGE TWO: List positions by job title; include positions held by CETA employees. If more than one person has the same job title, list the title only once. When placing job titles in the appropriate position categories, consider the actual tasks performed and duties and responsibilities of the position as well as the job title. When a job title does not accurately reflect the position's duties, place the job in the appropriate position category on the basis of the duties actually performed. Before doing so, consult the following descriptions of position categories:

Senior Librarians are professionals who occupy department head or similar supervisory positions. To be classed in this category the position should include supervisory responsibility for the work of one or more Staff Librarians. Typical job titles are Supervisor of Adult Services and Head of Reference Department.

Staff Librarians are entry level or experienced professionals. Such positions characteristically include supervisory responsibility for sub-professional or clerical staff, but not responsibility for supervising other professional librarians. Typical job titles are Reference Librarian and Children's Librarian.

Salary Range: For each job title show the minimum and maximum salaries in effect on July 1, 1978. If a salary range does not exist, show the current salary received. Report salaries on an annual basis for full-time positions (32 or more hours per week) and on an hourly basis for part-time positions.

Number of Staff: Indicate the number of part-time and full-time employees who hold each job title. Further, total the number of hours worked in a typical week by all part-time employees with the same job title.

Educational Levels: For each job title, show the number of staff members who have obtained each degree or educational level listed. Consider only the single highest degree each staff member holds. In this section, consider the MLS degree higher than another Masters degree and a BLS degree higher than another Bachelors.

Certification: Similarly, for each job title use appropriate numerals to indicate the number of staff members who hold a certificate of professional or sub-professional librarianship issued by the Board of Library Commissioners.

COMPUTATION OF FTE's: After all job titles have been listed, compute full-time equivalencies of part-time employees. In the space provided: 1. Total the number of full-time employees (A); 2. add together all the part-time hours worked in a typical week (B); 3. divide B by 35 and show the result to one decimal place (C); 4. add to this figure the number of full-time employees (A) to obtain the total full-time equivalency for job titles listed (D).

Additional Information: Please complete the questions on the bottom right hand side of the page.

INSTRUCTIONS CONTINUED ON REVERSE

PAGE THREE: List positions by job title in the same manner as on page two. Before listing, please consult the following descriptions:

Library Associates/Senior Library Technicians: Persons in this, and the library technician category below, perform circulation, processing, or public service duties under professional supervision, as opposed to general clerical work. The typical educational qualification of the Library Associate is the Bachelors degree. Senior Library Technicians typically have two years of college, an associate degree in library technology, or high school graduation with appropriate experience as qualifications. Through experience and education they have assumed supervisory responsibility for subordinate staff.

Library Technician: The minimal educational qualification for positions in this category is high school graduation. Positions here typically do not include supervisory responsibilities.

Clerical Staff: Include here job titles such as clerical assistant, library aide, clerk-typist, and secretary. Complete the Number of Staff, Educational Levels, and Certification sections in the same manner as on page two.

COMPUTATION OF FTE'S: After all job titles have been listed, compute full-time equivalencies of part-time employees in the same manner as on page two.

PAGE FOUR: Please provide the information requested. If you have any questions, call Donald Buckholtz at 267-9400 or 1-800-952-7403.

REGION_____ 1975 POPULATION_____ LIBRARY_____ MUNICIPALITY_____

Massachusetts Board of Library Commissioners

648 Beacon Street, Boston, Massachusetts 02215 617-267-9400 1-800-952-7403

Public Library Personnel Report Questionnaire 1978

FOR MUNICIPALITIES OVER 5,000 POPULATION

ANNUAL REPORT STATEMENT:

The Board of Library Commissioners has determined that the information requested on the Public Library Personnel Report Questionnaire, 1978 - For Municipalities Over 5,000 Population is annual report data necessary to set up, and to evaluate, minimum standards of free public library service under Section 19B and municipal support standards under Section 19A. MGL Ch 78, sec 19A; St. 1970 c.636 s.1,2. MGL Ch 78, sec 19B. This statement is required by section 2.4 of the MBLC regulation relating to Submission of Annual Report Data by Public Libraries of Massachusetts, December, 1977. By section 3.2 of this regulation, filing annual report data in accordance with designations by the Board as to times and methods is a condition of eligibility for the State Aid authorized in Chapter 78, Section 19A.

INTRODUCTION:

Information gathered by this questionnaire will be published in the Data for Massachusetts 1978. Public Library Personnel Report. When completing the form, report the library salary and staffing structure in effect on July 1, 1978. If salaries are determined on a fiscal year basis, figures reported should be for FY79.

The only major change in the questionnaire this year is the computation of full-time equivalencies of part-time employees on the basis of a standard 35 hour work week (see p.2). The 35 hour standard is used as it reflects the most frequent practice of libraries reporting personnel data in 1977. No matter what the local full-time work week, full-time employees will continue to be counted as one FTE each. However, the conversion of part-time hours to FTE's using a constant 35 hour week will improve the comparability of the FTE statistic. It will also permit anyone who wants to convert this standard FTE statistic to a local work week measure to do so in the following manner: 1) subtract the number of full-time employees from the standard FTE statistic, 2) multiply the difference by 35, 3) divide the product by the local work week, and 4) add the quotient to the number of full-time employees.

If for any reason a local situation exists that makes it impossible to report information in the format presented, please attach a note that explains the situation. The Planning and Research staff will contact you to resolve the problem. One completed copy of this questionnaire should be returned no later than August 1, 1978.

NAME OF PERSON COMPLETING THIS QUESTIONNAIRE: _____

SIGNATURE: _____

DATE: _____

POSITIONS by Job Title	Salary Range Minimum	Salary Range Maximum	NUMBER OF STAFF: Full Time	PART-TIME: Number	PART-TIME: Total Hours Worked/Week	EDUCATIONAL LEVELS: Masters Degree: L.S.	Masters Degree: Other	Bachlrs. Degree: L.S.	Bachlrs. Degree: Other	Associates Degree	College Student	High School Diploma	High School Student	Professional Certification	Sub-Professional Certification
Library Director															
Assistant Director															
Senior Librarians															
Staff Librarians															
Branch Librarians															

FOR POSITIONS LISTED ABOVE, COMPUTE FULL-TIME EQUIVALENCY HERE:

A. Number of full-time staff..... _____

B. Total part-time hours worked per week..... _____

C. B divided by 35 ..... _____

D. Total full-time equivalency (A + C)..... _____

Beginning salary for employees with the MLS degree, without professional experience: _____

Number of hours in a full-time work week: _____

POSITIONS by Job Title	Salary Range		NUMBER OF STAFF			EDUCATIONAL LEVELS									
				PART-TIME		Masters Degree		Bachlrs. Degree							
	Minimum	Maximum	Full Time	Number	Total Hours Worked/Week	L.S.	Other	L.S.	Other	Associates Degree	College Student	High School Diploma	High School Student	Professional Certification	Subprofessional Certification
Library Associates/Senior Library Technicians															
Library Technicians															
Clerical Staff															
Custodial Staff															
Pages															

FOR POSITIONS LISTED ABOVE, COMPUTE FULL-TIME EQUIVALENCY HERE:

A. Number of full-time staff.....

B. Total part-time hours worked per week.....

C. B divided by 35.....

D. Total full-time equivalency (A + C).....

1. Vacation Leave

Does the library have employees who work 32 or more hours in a typical week and receive paid vacation leave?

Yes ____ a. Indicate on the adjacent chart the amount of vacation leave, in days, earned at the end of the 1st year, 5th, 10th, 15th, and 20th, or the next closest incremental year.

	1st	5th	10th	15th	20th
professionals					
other					

b. Do employees who work less than 32 hours in a typical week receive paid vacation leave? ___No ___Yes Must employees work a minimum number of hours in a typical week to qualify for vacation leave? ___No ___Yes How many hours?_____

No _____ Complete question b above. If applicable, indicate the vacation leave earned in the chart provided.

2. Sick Leave

Does the library have employees who work 32 or more hours in a typical week and receive paid sick leave?

Yes ____ a. Indicate on the adjacent chart the number of sick days earned per year and the number of days which may be cumulated from year to year.

Sick Leave	
Days/Year	Max. Accum.

b. Do employees who work less than 32 hours in a typical week receive paid sick leave? ___No ___Yes Must employees work a minimum number of hours in a typical week to qualify for paid sick leave? ___No ___Yes How many hours?_____

No_____ Complete question b above. If applicable indicate the sick leave earned in the chart provided.

3. Other Leaves

For each leave, check "paid" if employees may be absent from work and still be compensated as if working. Check "unpaid" if employees are excused from work, but not compensated. Leave blank if the library has no policy.

	Paid	Unpaid
jury duty leave		
military duty leave		
educational leave		

	Paid	Unpaid
maternity leave		
bereavement leave		
meetings/conferences		

	Paid	Unpaid
paternity leave		
personal leave		

4. Overtime

Are employees compensated for overtime? ___No ___Yes If yes: Circle one. Time Off Additional Pay Both

5. Insurance Benefits

a. Is medical insurance available to employees? ___No ___Yes What is the percentage paid by employees? _____%

b. Is group life insurance available to employees? ___No ___Yes What is the percentage paid by employees?_____%

6. Salary Bonuses

a. Do employees receive permanent salary bonuses on the basis of formal educational accomplishments? ___No ___Yes

b. Do employees receive permanent salary bonuses on the basis of longevity? ___No ___Yes

7. Personnel Policies

Check each of the following areas of personnel administration for which the library has developed a written policy or procedure statement endorsed by the Board of Trustees.

__Recruitment and Selection
__Compensation
__Personnel Files (access to, privacy of)
__Probationary period
__Orientation
__Employee Development
__Employee Conduct
__Political Activity
__Grievances
__Performance Evaluation
__Promotion
__Discipline
__Dismissal
__Resignations
__Reduction in Force (Lay-Off Procedure)